

EUROPEA NEWS

Revaluation of peseta in ERM proposed

By Peter Bruce in Madrid

SPAIN MAY have to revalue the peseta in the exchange rate mechanism of the European Monetary Union in order to continue its tight monetary policy while easing pressure on the currency, an influential Spanish research team said yesterday.

The peseta has been trading at the top of its 6 per cent fluctuation limit in the mechanism against the French franc for most of this year, forcing the central bank to intervene constantly. It has drawn fire from Paris, which says it cannot cut interest rates to boost the French economy without breaking the franc's ERM limits against the peseta.

The research department of Spain's biggest bank, Banco Bilbao Vizcaya (BBV), warned yesterday that money supply and credit growth were breaking targets, "obliging the Bank of Spain to maintain monetary discipline, although EMS pressures could force some reduction in interest rates in the next few months."

Nevertheless, it said, "the Bank of Spain could hold to its strict policies and force the peseta into a narrow fluctuation band in the ERM along with the other countries, including Britain, if it slightly revalued its central ERM parties upwards."

The peseta and sterling trade in 6 per cent bands in the ERM, while other currencies,

including the franc, are limited to movements of just 2.25 per cent against each other.

The BBV's suggestion is the first time the possibility of a peseta revaluation has been raised publicly this year. However, several senior private sector economists and bankers have been urging one on the government.

In March, the central bank cut its official intervention rate by one point to 13.5 per cent, but the peseta barely moved from its ceiling. Madrid later lifted the last of its capital controls to encourage an outflow of funds but this too has had little effect, largely because Spain's real interest rates remain the highest in the EC.

In its regular economic commentary, the BBV research team also said that the economy was beginning to show signs of expansion after a stiff, officially imposed, credit squeeze last year. New growth now, the bank warned, "would considerably shorten the period of economic adjustment (cooling) envisaged by the authorities."

The main element of good news in the economy was that consumer prices appeared to have stabilised. Figures published yesterday showed prices rising just 0.2 per cent in April, which holds annualised inflation at 5.9 per cent for the third month in succession. Banks merge, Page 21

Madrid aims to stem North African tide

By Peter Bruce

SPAIN is requiring Moroccans, Algerians, Tunisians and Mauritians entering the country to have visas from today in an effort to stem the tide of North African migrant labourers entering the European Community.

More than 5m Moroccans passed through Spain last year, most of them on their way to work, legally, in France and northern Europe. But the Spanish have come under great pressure to help strengthen EC efforts to prevent illegal migration.

On average, the populations of the Maghreb countries are growing twice as fast as their economies and European leaders have begun to worry seriously about heavy immigration sparking political conflict in their own countries.

EC members have to agree to a Community-wide visa regime before the advent of the single market in 1993. Western diplomats in Madrid say the Spanish decision to impose visas now is a measure of the government's concern that any domestic conflicts in North Africa could quickly swell the number of illegal arrivals.

Madrid has no firm idea of how many of the 450,000 foreigners thought to be living in Spain are there illegally but recently inspired clashes have already occurred in Catalonia. In the run-up to the imposition of visas, officials say thousands of Moroccans have tried to enter the country.

The government is planning to regularise the status of these North Africans already in the country without residence or work permits in an effort to cool tensions with Maghreb capitals. Algeria has already said it will immediately require visas from visiting Spaniards but Morocco and Tunisia are unlikely to retaliate for fear of frightening away tourists.

Work on a common EC visa regime will get harder though, if next year Madrid's EC partners insist on requiring visas from Latin Americans. That would force Madrid into a confrontation with its former colonies.

Asylum seekers in French protest

By Ian Davidson in Paris

NEARLY 200 foreigners have gone on hunger strike in France, in protest at the government's refusal to grant them political asylum.

The action has spread rapidly in several cities. Most protesters are Turks or Turkish Kurds, although there are Angolans, Zaireans, Gambians and Malians too.

The scale of the protest is starting to embarrass the authorities. Mr Philippe Marchand, the interior minister, yesterday promised to re-examine the hunger strikers' cases individually, on humanitarian grounds, but he made clear there could be no wholesale reversal of the restrictions on political asylum.

Most of the Kurds from Turkey, he said, had come for economic reasons. France has recently tightened its asylum rules, which had become an indirect loophole in immigration controls. Until a year ago, investigation and processing of political asylum applications could take several years, during which time applicants were granted work permits. At the end of the bureaucratic process, 80-90 per cent of applications were rejected. However, by then the applicants were effectively settled in France, and most managed to remain secretly.

The alarm bells started ringing in 1989, when the number of asylum demands in France jumped in one year from 34,000 to 61,000. The government responded by speeding up the investigation process, and instead of granting work permits, it started to provide a minimum financial allowance.

The first result is that the time lag between application and (in most cases) rejection has been shortened to a few months. The second is that there has been a steep increase in the number of foreigners whose asylum application has been rejected (estimated at around 100,000) who are now due for deportation.

No one knows the total figure of illegal aliens, but an independent survey published yesterday estimated there are 217,000-244,000 in the Paris region alone.

Portuguese daily goes private today

By Patrick Blum in Lisbon

PORTUGAL'S last state-owned daily newspaper and one of its oldest will be privatised today through a flotation on the Lisbon stock exchange.

Diário de Notícias, established in 1864, was nationalised with much of the Portuguese press in March 1976 and rapidly accumulated serious financial troubles from which it only recovered in 1987. Since then, it has suffered steady losses.

With daily sales of about 60,000, mostly in Lisbon and the south of the country, its circulation puts it among the country's top four newspapers.

Diário de Notícias is widely respected as a serious if somewhat dull newspaper though it has been modernising its look with new technology.

The sale of 2m shares is divided into four tranches: 200,000 shares are reserved for employees, 500,000 shares for journalist co-operatives, another 500,000 shares for companies with majority shareholdings in the media, and the remaining 800,000 shares for general investors. Foreigners cannot buy more than 10 per cent of the total shareholding. The sale is expected to raise above Esc 500 (€30m).

French to make cleaner job of nuclear waste

By William Dawkins in Paris

FRANCE, which depends more than any other country on nuclear energy, is today due to relaunch long-stalled attempts to find a deep-storage site for waste generated by its 57 reactors.

Mr Michel Rocard, the prime minister, was obliged 15 months ago to impose a moratorium on geological tests for deep storage because of violent local opposition at three of the four sites chosen, compounded by what officials now admit was failure to consult the public. The discovery last year of unusually high radioactivity at a former surface storage site has since given the normally disorganised Green Party something of a boost.

This time the government is hoping to avoid previous mistakes by asking parliament to decide, rather than simply issuing instructions to the CEA atomic energy authority.

Today's weekly cabinet meeting is due to adopt plans to restart geological tests on two as yet undeclared sites. Parliament will vote again on the site of the final dump in 10 to 15 years' time in the light of the test results. In the meantime, high-level waste would continue to be stored above ground at La Hague in northern Brittany and Marcoule in Provence.

The new test sites will be chosen on the advice of an independent expert, likely to be Mr Christian Bataille, the Socialist MP from Nord-Pas-de-Calais, the area which embraces France's largest nuclear power station, near the coastal town of Gravelines. He is the author of an all-party parliamentary report recommending that deep storage is the only option.

As a recognition of their contribution to this national problem, the communes chosen for testing would be paid around FF150m (€25m) annually, half the local tax revenues they would get from an average nuclear power station. And, the state-controlled nuclear waste management agency would meanwhile be made independent from the CEA to soothe public suspicions that it was under the nuclear energy authority's total control.

Fortified by Mr Bataille's report, the government is keen to forge ahead as soon as possible because France's huge nuclear energy industry - supplying more than 80 per cent of the country's electricity - is clearly incomplete without proper waste storage.

"If anything, it's a moral problem. The government believes that we can't leave it to future generations to decide what to do with the nuclear waste produced by this generation," says Mr Claude Mandil, energy director general for the industry ministry. Even if all goes smoothly in the debate, it will be up to 15 years before construction of a FF100bn deep storage site can even begin.

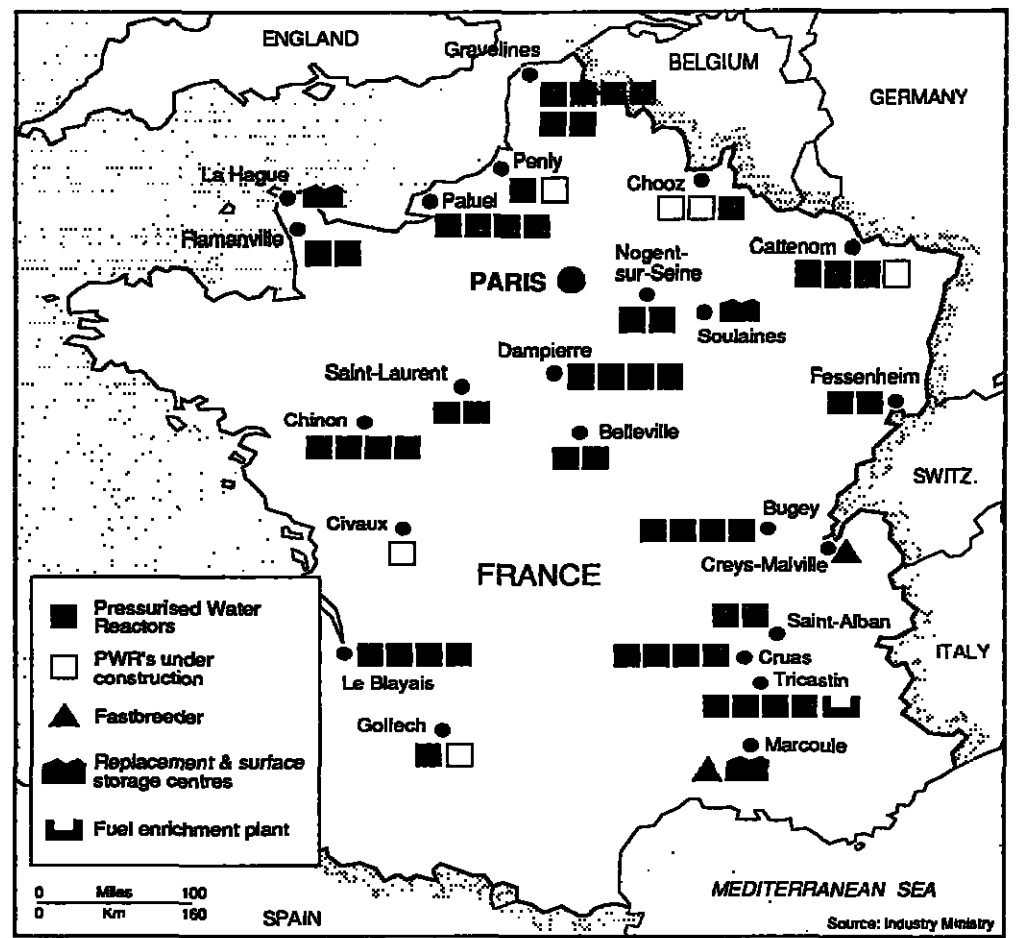
For all the general public's nuclear sensitivities, industry officials believe the political establishment continues to support nuclear energy - and therefore deep storage - strongly enough to give the plan a majority when parliament debates it next month.

The main source of opposition will probably be from a handful of environmentally sensitive MPs in the ruling Socialist party, backed by those independents sensitive to the lobbying of the Green Party, which has no national MPs but which took 11 per cent of the vote in the last European elections.

The government has gone to great lengths to prepare public opinion for this second attempt to solve the storage problem. One result has been a beginners' guide to nuclear energy written by Mr Mandil, in which technical explanation is leavened with satirical comment from Plantu, the leading French cartoonist.

One cartoon, referring to fuss generated last year by the discovery of traces of benzene in Perrier water, shows an alarmed nuclear worker clad in safety gear, standing in front of a leaking pipe as he tells his boss: "Chef - we have found traces of Perrier."

L'Energie Nucléaire en Questions, FF49 from Le Cherche Midi Editeur, 23 Rue du Cherche-Midi, 75006 Paris



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Building On Beliefs



MOTOROLA

INTERNATIONAL NEWS

Devoted Nelson may be chief victim of Winnie's conviction

Nothing has proved more painful since Mandela's release 15 months ago from a life sentence, writes Patti Waldmeir

OF ALL the difficulties which Nelson Mandela has faced since he left jail 15 months ago, none has proved so painful as to see his wife branded a liar and a criminal and sentenced to six years' imprisonment.

That may well prove the most important implication of the conviction of Mrs Winnie Mandela, who was yesterday sentenced to five years for kidnapping and one year as accessory to the assaults of four young men in Soweto in 1988.

Mr Mandela, 72 years old, seemed to crumple after the verdict was read on Monday. No longer the erect and dignified leader, he looked like the old man that he is: a septuagenarian who follows a schedule which would lay low a man decades younger.

The conviction - which legal experts say could yet be overturned

on appeal - will provoke no direct rupture between the African National Congress (ANC) and the Government. Mr Mandela said as much, immediately on hearing the sentence.

The issue could exacerbate already existing divisions within the ANC. Many ANC leaders feel that, as a convicted criminal, Mrs Mandela must resign immediately from her ANC posts - among others, she is head of social welfare - pending an appeal which may not be heard before a year has passed.

Indeed, long before Mrs Mandela's three-month trial in the Rand Supreme Court began, she was found guilty by the rough and ready justice of some of her peers in Soweto. Her Soweto home was burnt down for a year has passed.

Even more recent tests of Mrs Mandela's popular support have also proved unconvincing: the crowd

Mr Mandela could find himself head of state in the first post-apartheid government with a first lady who is serving a prison sentence

because the chorus was so small.

But she is not without a power base in the ANC, and especially in its ultra-radical Youth League, where her designer battle fatigues and immoderate statements prove wildly popular. A speech of hers in 1988 giving her backing to the barbaric practice of "necklacing" killing, outraged whites and conservative blacks - but gave her an immediate status within radical ranks.

Mr Chris Hani, chief of staff of the ANC military wing and a noted militant, promised recently that an ANC government would release her from jail if the Pretoria authorities imprisoned her. One of the ANC's most senior leaders recently predicted privately that a conviction would virtu-

ally assure Mrs Mandela election to the organisation's national executive committee when a poll is held in July. Young radicals are likely to see her guilty verdict as another incident of apartheid at work, a further attempt to victimise a woman banned, detained and harassed by Pretoria for 30 years.

But her most loyal supporter is undoubtedly the husband who remains devotedly convinced of her innocence. The three-month trial has taken its toll of him, at a time when township violence is putting him under an intolerable strain - many township blacks blame him for failing to protect them - and when his relations with the National Party government are threatened.

If there is a groundswell of support for the ultra-radical Mrs Mandela, this will make Mr Mandela's task of seeking compromise with the government all the more difficult. His efforts at developing an integrated South Africa, at a time when

black suspicion of whites is running high because of allegations that right-wing whites, including police, have incited township unrest, may have been damaged by the trial.

Mr Mandela's health could well suffer as the case drags on to appeal, and Mrs Mandela herself used the various condemnations of Mr Justice Michael Stegmann: that she was "a calm, composed, deliberate and unblinking liar"; that she masterminded the kidnapping of four youths, one of whom was later found with his throat slit in a Soweto ditch; that she knew they had been assaulted but wilfully ignored their plight; that she betrayed her duties as a community leader and displayed a total lack of compassion.

In the most extreme case, Mr Mandela could find himself head of state in the first post-apartheid government with a first lady who is serving a prison sentence. It is scarcely a happy prospect for him, or for the new South Africa.

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Japan shocked as 42 die in rail crash

By Stefan Wagstyl in Tokyo

FORTY-TWO people were killed and 453 injured yesterday in Japan's worst railway accident since 1963.

The accident shocked Japanese, who place the highest confidence in the reliability of their railway network, including the famed bullet trains. Mr Toshiki Kaifu, the Japanese prime minister, expressed his regret and has promised an immediate investigation.

Two passenger trains crashed head-on in the collision which occurred on a single-track line in a rural district of western Japan. One train was crowded with more than 500 passengers, some standing in the aisles, travelling to a local pottery festival. The two trains were meant to pass each other at a passing point, but the crowded train was late leaving its last station.

The crowded train was being operated by West Japan Railway, a division of the state-owned Japan Railway Corporation. The other train was being run by Shikoku Railway, which also owns the line on which the accident occurred.

Shikoku Railway normally runs 15 round-trips daily on the line but this was increased to 27 during the festival, including two trains run by West Japan Railway.

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Moscow hosts the final act in ending Sino-Soviet rift

By Yvonne Preston in Peking

WHEN China's Communist party boss arrives in Moscow today to meet the Soviet premier, Mr Mikhail Gorbachev, he will be the first Chinese party leader to set foot on Soviet soil since Mao met Khrushchev in November 1957.

The four-day summit in the Soviet capital is the culmination of a long process of normalisation since relations between the two Communist countries broke down in 1961.

Decades of feuding followed the rift until Mr Gorbachev's visit to Peking in May 1989, and nearly 30 years of enmity were formally ended when he shook hands with Deng Xiaoping and the then Chinese party chief, Zhao Ziyang.

The occasion should have been a diplomatic triumph for the Chinese leaders but it was marred by the embarrassment of mass student protest in the heart of the capital, Tiananmen Square, and the serious loss of face it caused them. In Moscow, the tables will be turned.

Union which faces collapse and a host of problems, while China appears politically stable and economically capable even of providing a little economic aid to its former enemy.

Jiang Zemin's Moscow visit is the final act in the process of healing the rift, at a time when Communist parties are fast disappearing elsewhere. (China is reportedly anxious to see a reference to "socialism" in the final summit communiqué - the Soviets are not enthusiastic - because Peking is nervous of being the world's last standard-bearer for Communism).

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added importance in the eyes of Chinese leaders by the current standing of the Sino-American relations, the New China News Agency calling it "an event of great significance in the history of Sino-Soviet relations".

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Jiang, 65, the stocky former mayor of Shanghai hand-picked by Deng Xiaoping as party secretary when the previous incumbent Zhao Ziyang, another Deng protégé, fell from grace after the Peking massacre.

Jiang is also chairman of the powerful Military Commission, succeeding Deng when he relinquished his last official title in 1989.

Jiang was in Moscow 35 years ago where he worked for the Chinese leaders but it was marred by the embarrassment of mass student protest in the heart of the capital, Tiananmen Square, and the serious loss of face it caused them. In Moscow, the tables will be turned.

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The summit has been given



Mr Madan Bhandari, general secretary of the Nepal Communist party, salutes his supporters

Nepal PM resigns after losing seat to communist in election

By Rose Harrington in Kathmandu

NEPAL'S prime minister resigned yesterday after being narrowly defeated by a Communist party candidate in the nation's first multi-party elections in 32 years.

"I have accepted the verdict of the people," said Mr Krishna Prasad Bhattarai, who led Nepal's coalition cabinet since last year's April revolution against King Birendra. Mr Bhattarai also tendered his resignation as acting president of the Nepal Congress party.

Mr Bhattarai lost his Kathmandu constituency seat to Mr Madan Bhandari, general secretary of the Nepal Communist party (United Marxist-Leninist) by 761 votes (27,373 to 26,612).

Tens of thousands of jubilant Communist party supporters celebrated in the streets of the capital after the result was declared, amid a heavy security force presence.

This fuelled speculation that the king might impose a state of emergency in the event of a communist government being

formed. Congress, a centre party backed by India, is running neck-and-neck with the communists.

With one-third of the votes counted from last Sunday's election in the kingdom of 18m people, Congress leads with 33 seats, while the Communists have won 17 constituencies.

Final results are expected to be announced by the end of the week. In the meantime, Mr Bhattarai accepted a request by the king to serve as acting prime minister until the new government is formed.

The strong communist showing in the election has sparked fears that Nepal's fledgling democracy will be ruled by an unstable coalition, regardless of which party ultimately leads the new government.

Mr Bhattarai's defeat is expected to create a crisis within the leadership of the Congress party, which is divided between those who would favour a coalition with the royalist parties backed by

the king, and those who would prefer some kind of political accommodation with the communists.

"Bhattarai was a moderate who could bring together these two factions in a compromise," said Mr Jan Sharma, editor of the weekly newspaper, The Independent.

The most likely successor as leader of the Congress party is GP Koirala, a staunch anti-communist and general secretary of the Congress party.

The communists are equally divided between the hard-left faction led by Mr Bhandari and a more moderate faction led by Mr Man Mohan Adhikari.

It remains unclear which faction would form a new government, should the communists win the election nationwide, or whether a coalition can be formed between the communists and the Congress party, in the wake of what was a highly emotional and tense campaign.

Kuwaiti opposition party says five members detained

By Our Middle East Staff

A KUWAITI opposition group said yesterday that five of its members had been arrested at the airport for putting up posters welcoming home people who had been abroad since before the Iraqi invasion.

The five, members of the Islamic Constitutional Movement (ICM), were said to have been arrested on Saturday. The organisation added that they had all been in Kuwait throughout the occupation and had been active in the resistance.

The ICM is one of at least seven groups campaigning for the introduction of democratic reforms and a reduction in the power of the ruling al-Sabah family. Although the authorities have promised greater public participation in government and eventual elections no timetable has been announced.

The opposition has been particularly critical of the composition of the new government announced more than three weeks ago. A subsequent attempt to hold a joint press conference at a Kuwait hotel was banned and the opposition has been unable to find another venue.

Tens of thousands of Kuwaitis are due to return during the next few weeks, many of them for the first time since Iraqi forces were forced to withdraw at the end of February. However, the government expects that many will again leave once they have inspected their property and assessed how quickly repairs, where needed, can be carried out.

The opposition has also announced that it expects to begin soon the trials of more than 200 people accused of collaborating. Most of them are believed to be Palestinians.

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Aid for Indonesia

Indonesia's aid donors are likely to offer the same amount this fiscal year as last year, the chairman of its donor consortium said yesterday. AP-DJ reports from Jakarta. Mr Jan

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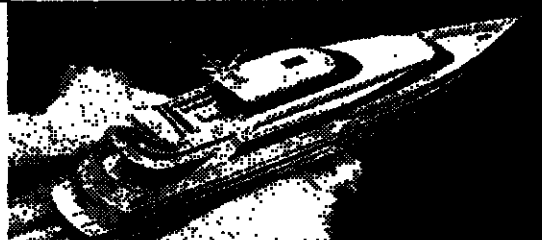
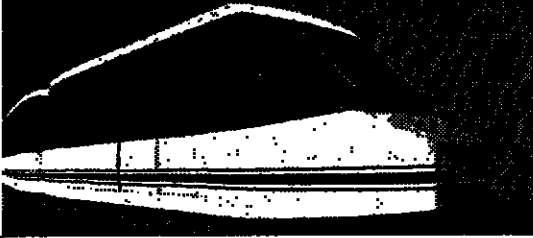
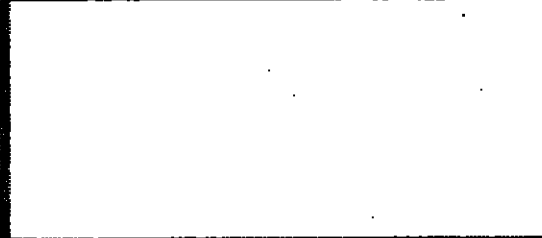
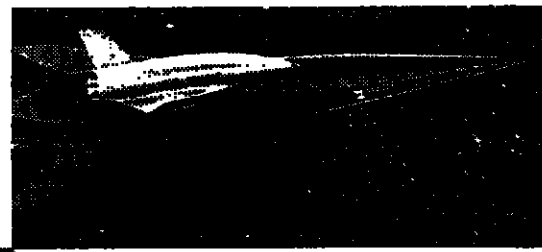
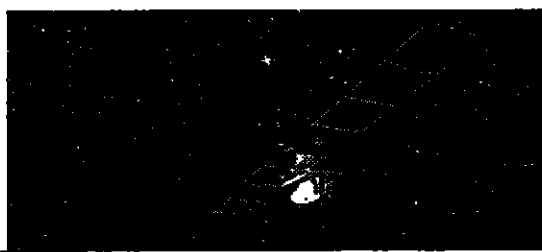
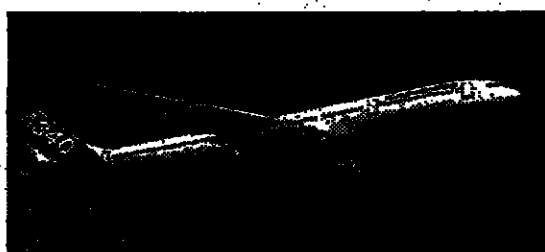
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Antoine de Saint-Exupéry



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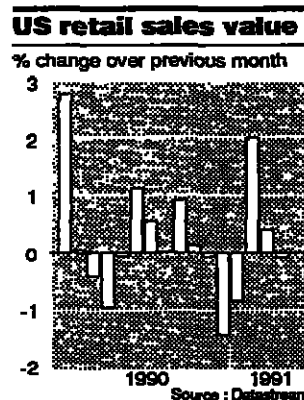
AMERICAN NEWS

Decline in US retail sales less than forecast

By Michael Prowse in Washington

US RETAIL sales fell fractionally in April but yesterday's sharp upward revision for March unsettled the US bond market. Separate figures showed a modest 0.2 per cent increase in consumer prices, further evidence that the still weak economy is curbing inflationary pressures.

Retail sales, after seasonal adjustment, fell 0.1 per cent last month - considerably less than the 0.4 per cent decline expected in financial markets. The Commerce Department also sharply revised figures for March to show an increase of 0.4 per cent instead of a decline of 0.8 per cent.



The bond market, already subdued by last week's record \$37bn (£21.5bn) Treasury refunding, responded negatively to the news as analysts discounted the prospect of further interest rate cuts. By midday the benchmark long bond was down nearly a full point at 97 1/8. Shares were also weak, with the Dow Jones index down 27.95 points at 2936.47 at midday.

For retail sales the overall picture in recent months is of sharp decline between November and January, followed by recovery in February and March - and stability last month. On average, sales in the past three months were 0.9 per cent higher than between November and January and 1.1 per cent above the level of a year ago.

Yesterday's inflation figures were in line with expectations.

The 0.2 rise in the index followed a 0.1 per cent fall in March. So far this year consumer prices have risen at a seasonally adjusted annual rate of 2.5 per cent, compared with a rise of 6.1 per cent for 1990 as a whole.

Recent small increases in prices suggest the sharp rise in January and February was an aberration. Excluding the volatile food and energy components, "core" consumer prices rose 0.2 per cent last month and at an annual rate of 4.4 per cent in the past three months. This compares favourably with an annual core inflation rate of 5.9 per cent in the three months to January.

The better retail sales figures since February reflect a modest rebound in purchases of durable goods such as cars - partly a reflection of falling interest rates.

Argentine military rebuffed

EFFORTS by Argentina's armed forces to wring an increase in military spending from the government have been firmly rebuffed, writes John Barham in Buenos Aires.

Mr Erman Gonzalez, the defence minister, fired the navy's second-in-command on Monday evening and the Economy Ministry firmly rejected demands for more money.

Rear-Admiral Antonio Mozarelli was sacked for making

"inopportune" public statements about the armed forces' dwindling budgets. He said last week that insufficient military spending had left Argentina "defenceless", while salaries did not "last to the end of the month".

The admiral's departure signals a victory for Mr Domingo Cavallo, the economy minister, and a reverse for the armed forces after a week of intense pressure on the government.

Drexel sensitive about delicate compromise

Nikki Tait reports on the complex settlement between the US investment bank and its creditors

LAWYERS for Drexel Burnham Lambert, the controversial US investment bank which filed for Chapter 11 bankruptcy protection 15 months ago, were emphatic - no quotes.

This after having summoned the press to their Upper East Side offices to explain an inordinately complex settlement between their client, its creditors and the various parties who have brought legal action against Drexel.

When journalists quibbled, the response was blunt: take it or leave it. No one, they claimed, wished to jeopardise the matter, which lays the groundwork for Drexel's reorganisation and comes after months of hard bargaining.

Such sensitivity about a document already filed in open court is instructive. It underlines the extent to which this crucial securities litigation settlement - which ends legal action against Drexel itself - is a delicate compromise, achieved thanks to the prodding of an 84-year-old judge and a good deal of pragmatism on the part of the lawyers themselves.

The problem, in essence, was simple. Here was the most profitable but contentious investment bank of the 1980s, which had filed for bankruptcy in February 1990 with assets worth \$3.7bn. Because some of these were in the form of high-yield, high-risk junk bonds,

bridge loans and other securities, their value subsequently fell. There were also ongoing expenses. Today, the immediate worth of Drexel's estate is closer to \$2.5bn.

Yet by the first anniversary of the bank's demise, claims against the estate had risen above \$30bn. Within this figure, the "undisputed" fixed claims - that is, loans to Drexel - were a relatively modest \$2.5bn. But claims based on allegations that Drexel had contravened securities law amounted to \$20bn; the Internal Revenue Service had demanded \$5.3bn; and other legal claimants believed that they were owed some \$5bn.

It was clear no one was going to get everything he wanted, and the fact that a compromise settlement was reached partly reflects this. In the courtroom, Judge Milton Pollack did his best to chivy creditors and litigants into line, by saying he would liquidate the business if they did not agree quickly.

This could have opened the door to a decade of litigation and eaten up the estate in legal fees. Drexel's lawyers added pressure by threatening to have the securities claims "estimated" - that is, asking the courts to decide on an acceptable upper limit.

In settlement, then, everyone accepts partial payment. The



Michael Milken, former head of Drexel junk bond operations: not immune

Fixed creditors, for example, get 85 per cent of the first \$1.3bn, once secured claims and expenses have been met; the securities litigants get 15 per cent. For further payments, these proportions change.

But there is a second and more interesting element to the deal. For months, one of the biggest hurdles facing the Drexel bankruptcy has been the Federal Deposit Insurance Corporation (FDIC), which insures deposits with US savings institutions, together

with the Resolution Trust Company, overseer of the multi-million dollar bail-out of the thrift industry.

For political reasons, these agencies have every incentive to claw back the last possible dollar from whatever source. Accordingly, with the help of a high-powered team of litigators, the alleged that Drexel "systematically plundered" the savings and loan institutions - some of which were among the bank's best customers - and slapped in a horrendous

done \$11.3bn claim.

Yet, in retrospect, the move may have been shrewd. For, to a large extent, the FDIC claims have now been traded for information and legal advantage. Under the settlement, Drexel agrees to "pool" its own claims with those of the FDIC - and one group of investor class actions - where there is a common defendant.

In return, it will get 14 per cent of any monies recovered from these suits, up to \$400m; the rest will go to its fellow litigants.

Better still, from the FDIC's standpoint, Drexel will give it ready access to internal files. The bank says that it will expedite the availability of "non-privileged" information immediately. And once its reorganisation plan gets the court's blessing, it will also turn over documents that would normally be subject to attorney-client privilege, unless objections are raised in court.

Perhaps what is most significant, this "pooling" agreement will cover action against ex-Drexel employees, such as Mr Michael Milken, who ran the bank's junk bond operations and is already the subject of a \$8bn lawsuit from the FDIC and RTC. After all, certain employees, together with special employee partnerships, are alleged to have been major financial beneficiaries of the

bank's junk bond activities.

The ultimate irony in this arrangement is that litigators for a federal agency could eventually go into court battling for Drexel, against the very man who made the bank so wealthy in the first place. So what happens next? Settlement of the securities litigation does not end the bankruptcy process. A formal plan of reorganisation, only tentatively sketched out in the settlement, must now be drawn up. It must then win a favourable vote among creditors. This procedure will take best part of a year at least.

And the debtor must still solve the problem of the IRS, which is proving more recalcitrant than the FDIC. Drexel lawyers say that the taxman's \$5.3bn claim has been pared back by some \$2bn, but such a figure would still wreak havoc on the settlement arrangement. If nothing gives, the merits of the claim will be heard by the courts next month.

On the plus side, that hearing will pass before the bankruptcy court judge who, having seen matters come this far, may be reluctant to watch the whole process blown off course.

And it would surely be somewhat ironic if one government agency were to hamstring the chances of another of extracting some money back from Drexel's demise.

US seeks assurances from Gorbachev in return for summit blessing

By Peter Riddell, US Editor, in Washington

THE US will only back an invitation for Soviet President Mikhail Gorbachev to attend the Group of Seven heads of government summit in London in mid-July if it is assured of a positive commitment to Soviet economic reform.

The possibility of Mr Gorbachev attending the summit was discussed by the leaders of Japan, Germany, Britain, France, Italy, the US and Canada at last year's meeting in Houston. Soviet officials have also recently been angling for an invitation.

Last year's thinking was that Mr Gorbachev might be invited as an observer, as a means of encouraging market reforms in the Soviet Union

and its closer involvement in the international economy. But US officials are concerned that the Soviet leader should not hijack the summit and detract from its basic purpose of discussing mutual economic and trade issues.

Noting the Soviet interest, President George Bush said yesterday that the possibility of an invitation would be further discussed with other G7 leaders. But he stressed that if Mr Gorbachev attended, it was important that "something positive will happen".

This reflects the view of senior US policymakers that, while there has been some recent progress in defusing the Soviet constitutional crisis,

this has not been matched on the economic side. Consequently, US officials want to pin Soviet leaders down to a reform programme.

Officials planning for the London meeting are considering a possible joint declaration by the G7 leaders.

This might start with an assertion that the present Soviet economic plan will not work, and then state that any reforms must depend on the introduction of basic property and contract rights, as well as a macroeconomic stabilisation plan and greater competition, reinforced by a safety net for those adversely affected.

Any western assistance would be tied to specific agree-

ment by Mr Gorbachev.

This step-by-step approach is being reflected in the current administration debate over how to respond to a Soviet request for \$1.5bn in export credits for farm products. Officials are reluctant to give an unconditional commitment, so any approval may be linked to the work of a high-level mission of farm experts flying to the Soviet Union later this week to advise on improvements to the food distribution system.

Mr Bush was also non-committal yesterday about the timing of his already postponed summit with Mr Gorbachev. He said there was no set time and no agreement. "I've made

it clear that I would like to go to Moscow under certain conditions and I'd like to think I will."

In the last week or Mr Bush has praised Mr Gorbachev more openly in spite of criticism from American conservatives that he is propping up the Soviet leader.

The US is reluctant to get pinned down on a summit date, but is insisting on a successful resolution of differences over the implementation of the treaty to reduce conventional forces in Europe and a yet to be finalised agreement between the two countries on the remaining problems on the conventional forces in Europe (CFE) agreement.

early July, though Mr Bush could see Mr Gorbachev in London in mid-July.

John Lloyd adds from Moscow: President Gorbachev "remains loyal" to the idea of a US-Soviet summit in the summer, and to the signing of a strategic weapons agreement, according to Mr Vitaly Ignatenko, his principal spokesman.

Mr Ignatenko said that the visit to the US of General Mikhail Moiseev, the Chief of the Soviet General Staff, to begin on May 20, would assist the process of agreement between the two countries on the remaining problems on the conventional forces in Europe (CFE) agreement.

Allies urged to honour Gulf war pledges

By Peter Riddell

THE US has so far received about \$36bn out of \$54.6bn promised by its Arab and European allies and Japan for the military costs of the Gulf operations since last August.

Mr Eugene McAllister, assistant secretary of state for economic and business affairs, yesterday told the House foreign affairs committee that the US was "very vigorously conveying to our partners our desire to achieve rapid disbursement of the remaining commitments".

The US is holding continuing discussions with Japan about how it could contribute towards the US's continuing military costs associated with the crisis. This refers to the current operations in support of the Kurdish refugees.

Mr McAllister said the US was focusing on Saudi Arabia (which has disbursed nearly half of its \$13.5bn commitment for 1991), Kuwait (which has disbursed half of a similar amount) and Japan. Germany has disbursed all its promised \$5.5bn and the United Arab Emirates has paid over nearly all of its pledged \$4bn. The Saudi government has said it will complete its commitment by the end of next month.

There has been strong Congressional pressure for the allies to pay up what they have promised in contributions to war costs.

Mr David Mulford, Treasury under secretary for international affairs, told the committee that, while the estimated cost of the military operation had not been finalised yet, it was likely to be \$60bn plus. He confirmed that about \$36bn had been received out of a pledged \$54.6bn.

Separately, the US has organised the Gulf Crisis Financial Co-ordination Group of 26 countries, the European Commission and the Gulf Co-operation Council to pull together bilateral economic support for countries worst hit by the crisis.

Mr Mulford told the committee that the group has so far secured commitments of \$16.1bn for the period from last August until the end of this year. Of this some \$11.7bn has been pledged to Egypt, Turkey and Jordan, of which \$6bn has so far been paid over out of total disbursements of \$8.9bn.

The balance of the commitments and disbursements has gone to Bangladesh, Djibouti, Lebanon, Morocco, Pakistan, Somalia and Syria.

LEGAL NOTICE

SUMMONS TO THE CREDITORS

The debtor mentioned here after was granted a stay of moratorium of four months.

The creditors of the debtor and all those who have claims against the debtor are invited to announce their credits and claims to the Receivers and to present the supporting documents within the period shown below; if they fail to do so, they cannot participate in the deliberations concerning the Moratorium.

The debtors of the debtor must announce within the same period their respective debts.

Those in possession of assets of the debtor as secured creditors or in any other capacity must announce them to the Receivers within the same period.

An assembly of the creditors is convened for the day mentioned below. The creditors may examine the documents during the ten days immediately prior to the meeting of the assembly.

The receivers do not give any guarantee for the payment of debts contracted by the debtor during the stay of moratorium (L.P. art. 295, 297, 300).

THE DEBTOR WOODHOUSE DRAKE & CAREY (Suisse) SA, 11, route de Florissant, Geneva (Switzerland) which activity is trading, distribution, import of raw materials or goods, in particular cereals, vegetable oil, fertilizer, chemical products or petroleum products, to give services to the group companies of Woodhouse Drake and Carey (Suisse) SA and be representative of the group in Switzerland.

DATE OF THE JUDGEMENT GRANTING THE STAY OF MORATORIUM May 3rd 1991

RECEIVER Roger-M. SIFFERT, chartered accountant, p.a. GEROFID SOCIETE FIDUCIAIRE SA, 8, rue du Vieux-College - P.O. box 788 CH-1211 Geneva 3

STATUTE OF LIMITATION FOR FILING THE CLAIMS last day Monday 10th June 1991

ASSEMBLY OF THE CREDITORS Thursday 22nd August 1991 at 10.00 a.m., Salle des Assemblies de Faillites 7, place de la Tacconerie in Geneva.

STATUTE OF LIMITATION FOR CONSULTATION OF DOCUMENTS from Monday 12th August 1991 by appointment.

Geneva, 8th May 1991. THE RECEIVER: Roger-M. Siffert

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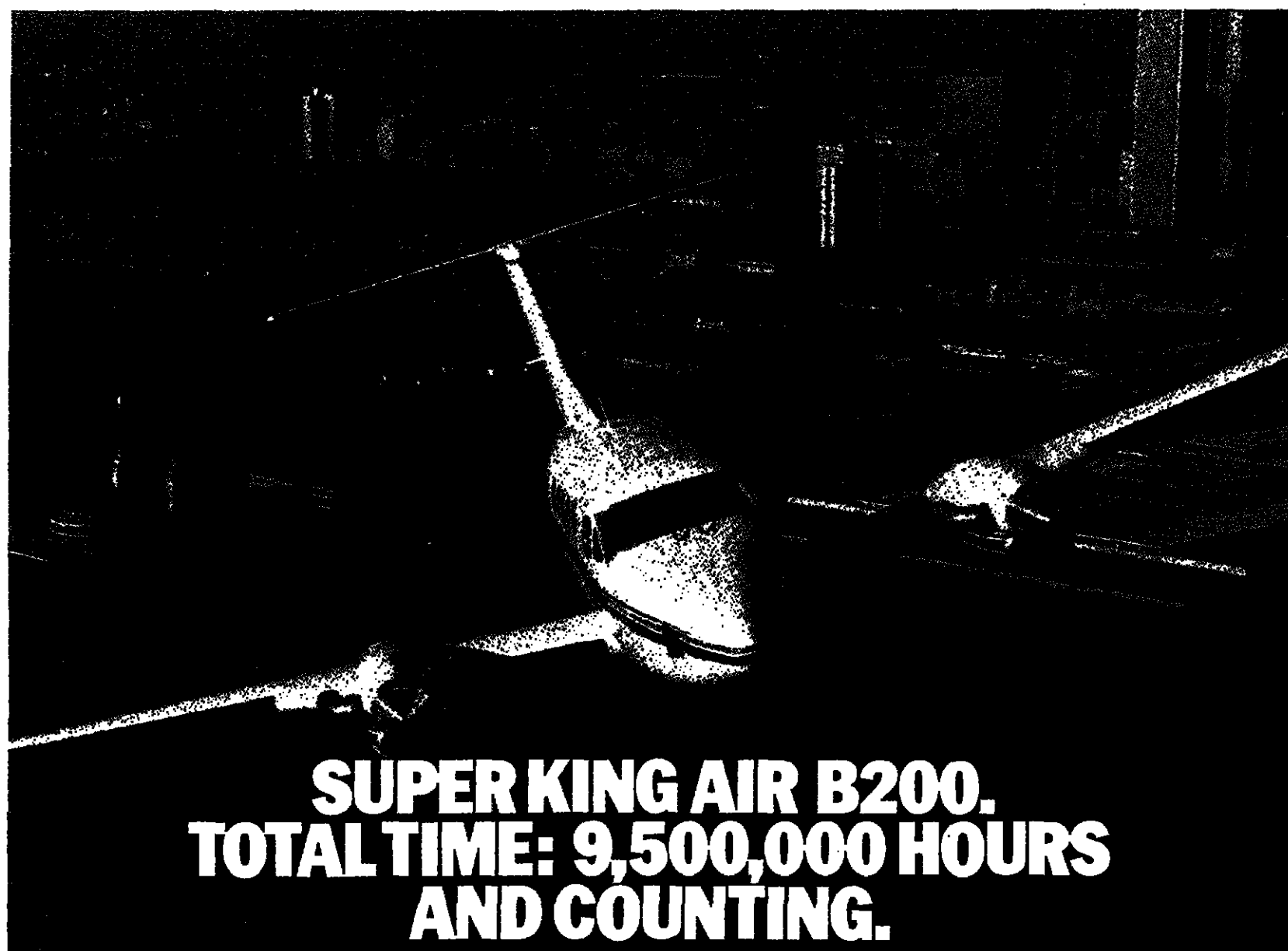
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Third World wants 17 month MFA extension

By William Dulles in Geneva

THIRD WORLD exporters have proposed that the Multi-Fibre Arrangement (MFA), which governs about half the \$100bn-a-year world trade in textiles and clothing, be extended for 17 months after it expires on July 31 this year.

The proposal came from the International Textiles and Clothing Bureau (ITCB), grouping 23 developing countries, as Gatt's textiles committee is due to convene tomorrow to discuss ways to ensure continuity in trading conditions for textile products after July.

Uncertainty has prevailed since the Uruguay Round broke down in December. Dismissing the MFA, which submits a large part of textiles products trade to bilateral pacts between exporting and importing countries, was one of the Round's aims.

So far, attempts to agree how to handle the existing MFA after its expiry have failed. Seventeen ITCB members

have proposed the MFA be extended until the end of 1992 or until the date when results from the Round are implemented, whichever is earlier. Importers, especially the US, will find it hard to accept the conditions that they be allowed to introduce no new curbs during the extension; prolongation or renegotiation of existing bilateral pacts may improve exporters' market access but should introduce no new curbs; and importers should not apply aggregate limits and regional quotas during the extension.

Officials said the first condition amounted to a freeze of the MFA, since it would make it impossible for importers to apply MFA "safeguard" provisions, allowing them to impose urgent import curbs.

The third condition is aimed at the US, which applies aggregate limits, and the EC, which can impose regional quotas.

Gatt urged to rule on slaughter of dolphins

ENVIRONMENTALISTS yesterday urged Gatt to pass a ruling to halt commercial tuna fishermen from slaughtering dolphins, Reuters reports from Geneva.

The plea was made on the first day of an investigation by Gatt into a US ban on Mexican tuna imports. The US imposed the ban last October under legislation forbidding imports of tuna caught in nets which also kill dolphins.

A Gatt panel has started studying the Mexican complaint, which claims the US measure contravenes several Gatt provisions and has seriously affected the fishing industry, trade officials said.

Representatives of the World Wildlife Fund for Nature (WWF) and the Swiss environmental Bellin Foundation said the Gatt ruling on the dispute

would have enormous implications for environmental protection issues.

"The overriding question... is if the conservation of a species or an ecosystem can counterbalance the demands for economic profit," they said. Pursue seine nets, which encircle tuna with floats on top and weights on the bottom, had killed hundreds of thousands of dolphins in the eastern Pacific, the statement said.

Mexico said the US Marine Mammal Protection Act was contrary to Gatt articles prohibiting quota restrictions and ensuring equal treatment for foreign suppliers. It also said US requirements to label certain tuna products as "dolphin safe" breached a Gatt provision on markings defining the origin of a product.

India may admit foreign insurers

INDIA is considering letting foreign insurance companies operate in the country, after two decades of insurance nationalisation, writes Kumal Bose in Calcutta.

According to Mr S V Mony, chairman of the government-owned General Insurance Corporation, foreign companies will be allowed initially to offer limited services.

India has been under pressure, particularly from the US, to let in foreign companies to market insurance services. The US has raised the threat of trade retaliation.

The decision to permit foreign companies to operate in India is one for the new government to be formed after the general elections later this month. It is hoped in India that the entry of foreign companies will improve the efficiency of the local industry.

Canadians share Texas train bid

A consortium led by Morrison-Knudsen, the US construction group, and Bombardier of Canada has been designated sole bidder for the proposed \$4.5bn Texas high-speed train project, Robert Gibbons reports from Mexico.

Bombardier would build \$800m-worth of TGV rolling stock under licence from GEC-Alsthom. Construction would be carried out by the US partners. The line would connect Houston and Dallas-Fort Worth by nearly 300 miles of track, and would be due in service by 1998. Award of the contract is set for May 26.

Colour TV venture

A joint venture between Hitachi and China's Fujian Province aims to export colour TV sets to the Soviet Union, the first case of an electronics product made by a Japanese-Chinese company being exported there, Hitachi said, AP-DW reports from Tokyo.

Fujian Hitachi Television was founded in 1981 and has been producing 14 and 21 inch screen colour televisions in Fujian province at the rate of about 60,000 units a year.

WORLD TRADE NEWS

Strong views, weak will mark Arab boycott

Victor Mallet weighs conflicting claims over the Arab ban on links with Israel

THE ARAB boycott of companies linked to Israel is an elusive and confusing beast, particularly when seen through the eyes of those who are trying to kill it.

"We have a definite belief that the Arab boycott is weakening," says Mr Will Maslow, general counsel of the American Jewish Congress and editor of Boycott Report, which monitors the impact of the boycott on US corporations.

"No it's not crumbling at all," says Mr Martin Lever, executive director of the British-Israel Chamber of Commerce. "I think it's as strong, if not stronger than ever."

These contradictory views are partly a reflection of the different circumstances on either side of the Atlantic.

In the US, companies are forbidden by law from complying with the Arab boycott authorities; in Britain, they can do what they like, which as often as not means choosing a large Arab market instead of a small Israeli one.

It is against this background that Israel is attempting to persuade the European Community to enforce anti-boycott regulations throughout the EC. Mr David Levy, the Israeli foreign minister, called for moves to end the boycott at an EC-Israel meeting in Brussels yesterday.

Israel's supporters are opti-

mistic on several counts that the boycott is actually weakening. First, Coca-Cola was quickly removed from the Damascus-based blacklist this month after openly defying the boycott and gaining a foothold in the Gulf states, the only part of the Arab world where the "secondary" boycott of foreign companies linked to Israel is strictly applied.

Second, Japanese companies, which were always the most staunch followers of the boycott, or the most craven, depending on your point of view, have started to do increasingly more direct business with Israel, often because of pressure from their American subsidiaries.

"In recent weeks we've had three Japanese companies - Toyota, Nissan and Mazda - announce that they are going to sell their cars to Israel before the end of the year," says Mr Maslow.

What is more important for Israel, he says, Japanese companies have started to invest in Israel by buying small Israeli concerns.

And third, the Kuwaitis were so incensed with the stand of the Palestine Liberation Organisation during the Iraqi invasion of their country that they have announced plans to ease their previously rigid application of the secondary boycott.

This is seen as crucial to the



Levy: urged introduction of anti-boycott measures

anti-boycott movement.

To enforce the boycott, Arab importers demand "negative certificates of origin" to show that no part of the goods was made in Israel, and, according to Mr Maslow, a third of the 12,000 boycott-related requests reported in the US in the year to September 1990 were sent from the zealous Kuwaiti boycott office.

It was, like so many offices in Kuwait, staffed by Palestinians. They are now out of favour and the office is in a shambles after the Iraqi occupation.

Mr Ibrahim al-Ghanem, director-general of the Kuwaiti

customs department, said Kuwait was grateful for American help in the war and would ease the boycott of foreign companies tied to Israel.

"If Kuwait does this it's likely that the other Gulf states will follow," says Mr Maslow.

At this point, however, the optimists and the pessimists part company. The political inertia of the Arab world is such that the pace of any generalised move away from the boycott is likely to be glacial.

Kuwait might well turn out to be a special case, and so might Coca-Cola.

Coca-Cola established itself in Saudi Arabia partly by choosing the influential and immensely wealthy Mr Sulaiman Olayan as its agent, and the Boycott Office in Damascus added 110 companies to its blacklist (including 104 in which Mr Robert Maxwell was said to have interests) the same day that it removed Coca-Cola and nine others.

One of the strengths of the boycott is the vagueness of its provisions and the haphazard way in which it is implemented.

This encourages British, Japanese and other companies to err on the side of caution and ignore the Israeli market rather than risk Arab retaliation.

Typically, the Arab-British Chamber of Commerce, which helps to enforce the boycott, declined to make any comment on the matter this week.

Israel's supporters acknowledge that it will not be easy to persuade the EC as a whole to implement anti-boycott regulations, even if they are presented in the form of a general "harmonisation directive" prohibiting discrimination and distortion of trade.

The British-Israel Chamber has drafted such a directive, but Mr Lever says: "The bureaucratic set-up in the commission makes that a very, very long haul."

Only wishful thinkers believe that trade and politics can be kept separate. Israel wants the Arabs to lift the boycott as a "confidence-building measure", but the Arabs think that Israel is already confident enough.

When Mr James Baker, the US secretary of state, urged the Arabs to end the boycott in May 1989, his speech was better remembered for what he demanded of the Israelis. He told them to forswear annexation of the occupied territories and lay aside the "unrealistic vision of a greater Israel".

The Israeli government still clings to that vision, just as many Arabs cling to the boycott as one of their few effective weapons against Israel.

EC aim to 'abolish boycott'

By Andrew Hill in Brussels

THE European Community has made a pledge that it will work towards abolishing the Arab boycott of companies trading with Israel, EC foreign ministers told their Israeli counterparts, Mr David Levy, in Brussels yesterday.

But Mr Levy was unable to answer EC ministers' demands that the Community should play an active part in any Middle East peace conference.

He said that he would continue to keep dialogue open between Israel and the EC on the matter, but added that he was unable to commit his gov-

ernment to a decision.

EC ministers said the call for the abolition of the Arab boycott - part of an attempt to boost the current peace process - should be matched by confidence-building measures from Israel.

Mr Jacques Poos, the foreign minister of Luxembourg, which currently holds the EC presidency, said that such measures could include, for example, ending the policy of new Israeli settlements in the occupied territories and opening Israeli universities to Palestinian students.

Yesterday's talks were part of the regular meetings of the EC-Israel Co-operation Council.

The foreign ministers also agreed that they should work together on problems raised by the internal market and on issues of regional co-operation.

It also emerged yesterday that separately President Hosni Mubarak of Egypt and the Syrian foreign minister are scheduled to visit Luxembourg within the next week for a round of talks with EC representatives on the peace process.

OECD Export Credits Rates

THE Organisation for Economic Co-operation and Development announced new minimum interest rates for officially-supported export credits (April rates in brackets):

D-MARK 9.65 per cent (9.66);
FRENCH FRANC 10.26 (10.39);
GUILDER 9.75 (9.80);
ITALIAN LIRA 12.34 (13.60);
YEN 7.50 (same);
PESETA 13.53 (14.15);
STERLING 11.28 (11.27);
SWISS FRANC for credits of less than eight years 8.30 (same); for

credits of more than eight years 8.55 (same);
US DOLLAR for credits of up to five years 8.60 (8.67); for credits of over five years 9.00 (9.07).
These rates are published monthly by the Financial Times, normally around the middle of each month. They apply to all export credits, except that on those to middle-income and poor developing countries the OECD matrix rate can be used if lower. This is a standard set of rates reviewed twice a year, in January and July.

US, Japan to resume chip talks

By Louise Kehoe in San Francisco

US AND Japanese trade officials resume talks aimed at a new semiconductor trade agreement in Tokyo this week, as pressure grows for an accord to replace the five-year 1986 pact ending in July.

During marathon sessions in Washington last week and over the weekend, "progress was made" according to both US and Japanese observers, but some key issues remain.

The US is demanding Japan concede at least 20 per cent of its \$21bn (\$12.5bn) semiconductor market to foreign chip suppliers. At present, according to US calculations, Japanese companies import only about 13 per cent of the semiconductor devices they consume.

Japanese negotiators are believed to have accepted US demands that the 20 per cent market figure be incorporated in a new trade agreement, but

differences remain on how market share should be measured.

In 1986, both countries agreed to use data collected by a US-based industry group affiliated with the US Semiconductor Industry Association. Japan now wants to alter the basis for market-share calculations to reflect sales to Japanese subsidiaries by US "capable" chip makers, such as International Business Machines which makes semiconductor chips for use in its own products.

Also still to be resolved are some aspects of how the agreement should proscribe "dumping" of Japanese semiconductor products in the US and third-country markets. Progress has been made on how to monitor chip sales to ensure "dumping" is not occurring.

US sanctions, imposed against Japan in 1987 in retaliation for its alleged failure to live up to the terms of the 1986 semiconductor trade pact, remain a point of contention.

The sanctions are largely symbolic in value, but have become a political embarrassment in Japan. Japanese negotiators have tried to make removal of the sanctions a condition of their agreeing to a new semiconductor trade pact. So far, the US has refused.

With both sides now agreeing their talks to date have been constructive, US semiconductor officials expect to see a swift resolution, perhaps over the weekend.

Early resolution of the chip issue would let the US Trade Representative's chief negotiator focus on Structural Impediment talks, due to resume in Tokyo next week.

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REPUBLIC OF TÜRKİYE, PRIME MINISTRY PUBLIC PARTICIPATION ADMINISTRATION (PPA) ANNOUNCEMENT

Republic of Türkiye, Prime Ministry Public Participation Administration (PPA) offers to sell its shares separately in two of its companies:

96.15% share in MEYSU MEYVE SUTU ve GIDA SANAYİ A.Ş. (MEYSU),
92.67% share in NİMSA - NİĞDE MEYVE SUTU ve GIDA SANAYİ A.Ş. (NİMSA).

(both fruit juice producers) as a whole or in part under the Privatization Program.

1. EUROTRUK BANK is assigned as the financial advisor of PPA in the privatization of MEYSU and NİMSA. Information about these companies can be obtained either from PPA or from the assigned bank after May 13, 1991, for which the addresses are shown below.

2. The sale of PPA shares in MEYSU and NİMSA will be effected by inviting tenders and holding sale negotiations.

3. The tender and an irrevocable - unconditional bid bond addressed to PPA, payable on first simple demand with a tenor of at least 6 months should be submitted to PPA no later than June 10, 1991 by 6:00 PM official local Turkish time. The amount of irrevocable - unconditional bid bond for each company is listed below:

300,000,000 TL for MEYSU 300,000,000 TL for NİMSA

4. In the tender, the percentage of shares to be purchased and the offered price for these shares will be specified.

5. The tenders should be submitted in closed envelopes with the following inscriptions for the related company:

"Tender for MEYSU MEYVE SUTU ve GIDA SANAYİ A.Ş. - CONFIDENTIAL".
"Tender for NİMSA - NİĞDE MEYVE SUTU ve GIDA SANAYİ A.Ş. - CONFIDENTIAL".

6. The successful bidder shall furnish a performance bond for the amount of 5 % of the agreed sale price and a letter of intent comprising the price and the terms of the sale. If the letter of intent is not submitted or if the bidder fails to sign the sale contract after the submission of the letter of intent and / or fails to provide the performance bond until the closing date to be determined by PPA, the bid bond will be called by PPA.

7. PPA is not subject to the State Tender Law No: 2886 and reserves the right of not selling any or part of its shares or to sell based purely on its own choice without any obligations at any time.

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UK NEWS

US carrier seeks to impose deal on Heathrow staff

Rolls-Royce defends startling pay freeze decision

Michael Smith examines the background to Rolls-Royce's attempt to issue its staff with new contracts

By Lisa Wood, Labour Staff

AMERICAN AIRLINES, the large US carrier, is seeking to impose new terms and conditions, including a longer working week, on the UK employees at Heathrow Airport of Trans World Airlines whose three main London routes it has acquired.

American Airlines, which takes over three TWA routes from the US to Heathrow on July 1 is insisting that 294 TWA staff who operate at Heathrow must sign new individual contracts to transfer employment. TWA is keeping on other UK staff.

The move, which includes an end to union recognition for the 294 workers, is being resisted by unions representing the maintenance, bag handling and passenger check-in staff.

Mr Gavin Laird, general secretary of the AEU engineering union, said that taken with the changes at Rolls Royce the new American Airlines contracts represented a "singularly unfortunate trend".

Rolls-Royce plans to terminate the contracts of 34,000 workers in order to introduce a six-month pay freeze.

Mr Roger Buckley, a

national officer of the AEU, accused American Airlines of making a "blatant attack on working conditions" of the TWA employees.

The contracts, he said, gave workers shorter holidays, and extended the working week from 36½ hours to 37½ hours. Some workers faced up to a one third reduction in their take home pay.

Mr Buckley said people who had signed the new contracts were being told by their trade unions to send letters to American Airlines accepting the jobs but repudiating the new conditions.

American Airlines said yesterday that about 97 per cent of the former TWA employees had signed the new contracts.

A spokeswoman said people were not being forced to sign them. She said American Airlines, which has operated in the UK since 1982 wanted a happy workforce and had strong employee participation and team work.

She said the terms and conditions were very broadly similar to those of TWA although people were being asked to work slightly longer.

THIS WEEK'S startling decision by Rolls-Royce to terminate the contracts of all 34,000 employees in its aerospace division was aimed, in part, at preventing the company from being sued for breach of contract.

The company, whose chief executive is Sir Ralph Robins, said the move was necessary to impose a pay freeze, but it now faces the danger of a series of industrial tribunal cases which, if successful, could produce a hefty compensation bill for unfair dismissal. It is even conceivable, though unlikely, that compensation would be more than the company will save by halting pay increments.

It was the desire to stop the payment of increments - made on the basis of age, length of service and technical competence - which prompted the company to terminate the contracts and replace them with similar ones.

Simply freezing cost-of-living rises would not require a change of contracts to be legally watertight.

Few employers in the private sector use increments to the same extent as Rolls-Royce. For this reason, Rolls-Royce's initiative - described by some unions as a mass sacking - seems unlikely to be emulated by many other companies implementing pay freezes. Any company con-



Sir Ralph Robins: Rolls-Royce says the imposition of new contracts was necessary to enforce a pay freeze

templating a pay out would be more likely to follow Rolls's lead, but relatively few employers are attempting to reduce wages.

There have been several cases in recent years of companies dismissing entire groups of workers. In two famous cases, at News International and P&O, the sackings arose out of industrial disputes and neither employer took back all those dismissed.

Other employers have tended to employ less drastic means to bring in new contracts. British Rail told 6,500

signals and telecommunications engineers this year that those who did not accept fresh contracts involving new working rosters could stay on old ones, but would not be eligible for promotion.

Rolls-Royce describes its initiative as a legal technicality and says it does not intend to lose any employees as a result.

The case that will have most influenced Rolls-Royce's legal advisers ended with a 1987 House of Lords ruling making clear that an employer cannot vary an employee's contract of employment unilaterally. This

followed a decision by Ferodo to cut employees' pay without what was considered the necessary consultation; the company had to pay back the lost earnings.

Rolls-Royce hopes to avoid a similar fate by giving notice to employees that it intends to terminate their contracts and offering them similar contracts, without guaranteed increments.

Some lawyers believe employees who accept the new contracts might retain the right to take the company to an industrial tribunal for

unfair dismissal, arguing that neither they nor their unions had been consulted.

If successful, they could win the equivalent to redundancy payments of up to £3,600 for long-serving members of staff. One pay analyst estimated yesterday that compensation claims could amount to tens of millions of pounds.

It is thought that about 40 per cent of the Rolls-Royce aerospace division's employees would have been entitled to increments and that the company has saved slightly less than £10m by freezing them.

That compares with about £24m which will be saved by the freeze on general pay rises (assuming an increase of about 5 per cent at the end of the current pay agreement).

The company could argue that the change in contract was merely a variance and that there were no dismissals. In its letter to employees, Rolls-Royce stresses that new conditions will be exactly the same as the old "except that your pay will be fixed at its present level and any terms in your present contract giving entitlements to an increase in pay will be excluded".

If the case were taken to industrial tribunals the company could also be expected to argue that the termination of contracts was necessary because of the business needs brought on by recession.

Labour lawyers believe that the unions would have a long and expensive fight to stand any chance of success, particularly if the new contracts vary only slightly from the old ones.

Mr Jeremy McMullen, a barrister specialising in labour law, said yesterday that the company and its unions had been to create a softer negotiating climate for redundancies - Rolls-Royce plans to shed 6,000 jobs in the division this year.



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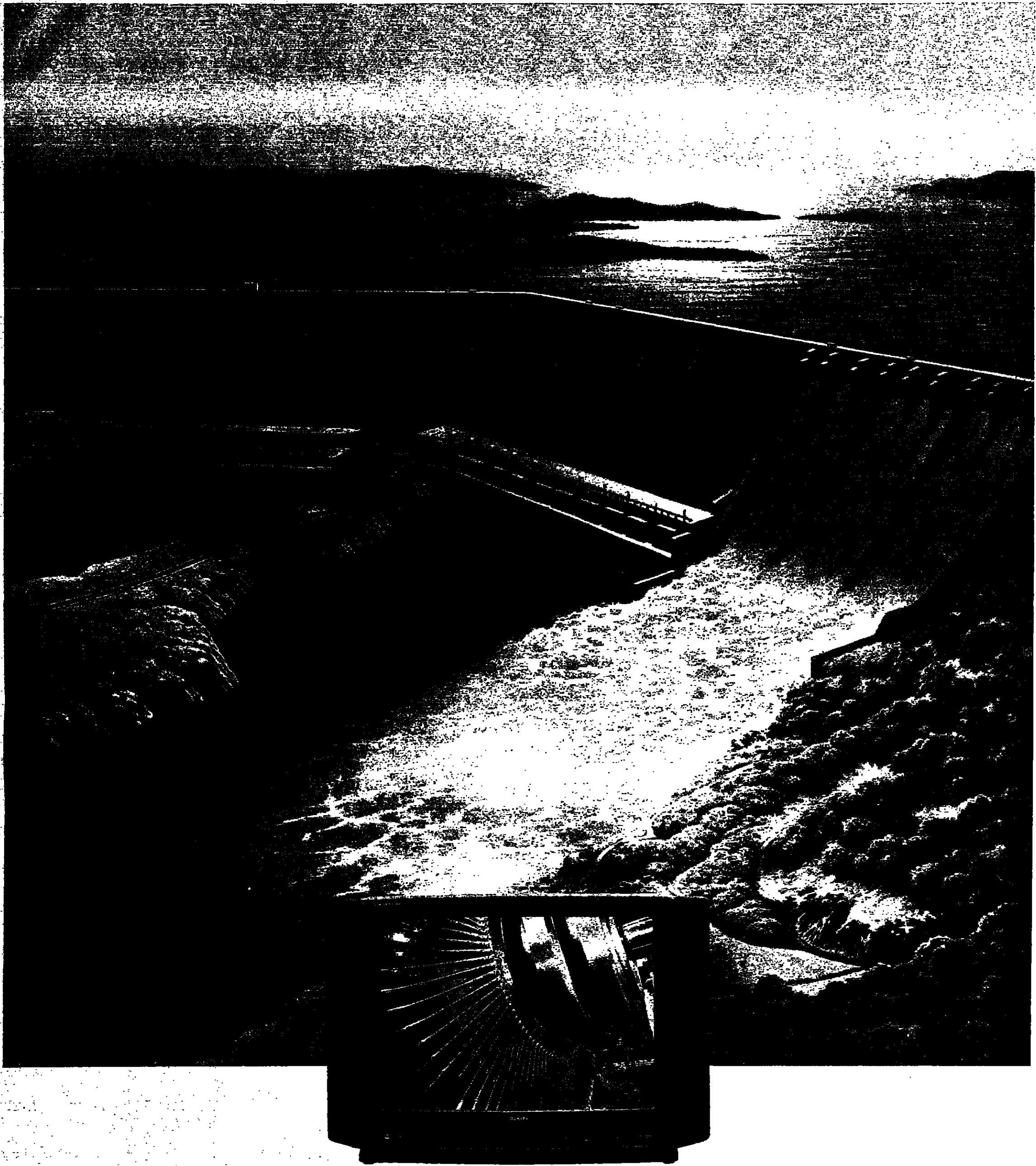
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12	843	1284	2731	1001	993	1000	1100	1200	1300	1400
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UK NEWS

PM leaves options on Emu open

By Ralph Atkins

MR JOHN Major left open yesterday the option of Britain accepting the European Commission's proposals for a common currency.

The prime minister neither rebuffed or welcomed the suggestion by Mr Jacques Delors, the commission's president for a treaty which the UK could sign while deferring a decision on whether to accept its eventual goals.

Mr Major, however, reiterated that Britain could not agree to a deal which would lead to accepting a single currency without a "separate decision" by a future parliament.

His comments in the Commons underlined the government's belief that Mr Delors' concession is a step forward but that a large amount of work is required before a decision is made on whether proposed treaty changes were acceptable.

Mr Major told MPs: "We have made it quite plain to our European partners that we cannot accept any changes to the Treaty of Rome which would bind us to a single currency or a single monetary policy without a separate decision by the UK government and parliament."

The government still has many reservations about plans for EMU and political union - particularly on the shape of the new European central bank. Mr Major knows, too, that he has a difficult political operation to perform in averting a damaging split in the Conservative party over the issue.

Downing Street believes the Commission has recognised that the British will not have a single currency "imposed on them".

Labour opposition well placed to win key contest as general election fever continues

Government braced for poll defeat

By Philip Stephens, Political Editor

THE government faced a renewed onslaught over its national health service reforms yesterday as it braced itself for the possibility of a heavy defeat by the opposition Labour party in tomorrow's Mounmouth by-election.

As the NHS dominated a day of angry exchanges in the House of Commons, Mr Neil Kinnock, the Labour leader, sought to taunt the prime minister for backing away from a June general election.

His attack came as a warning by Mr Robin Leigh-Pemberton, governor of the Bank of England, over the inflationary risk of rapid reductions in interest rates, heightened the concern of many Tory MPs about the impact of the economic recession.

Mr Chris Patten, the Conservative Party chairman, said the government's political fortunes would continue to



Major: attacked Labour

improve over the next few months as the economy recovered.

But many Tory MPs are now echoing industrial leaders in calling for a sharp reduction in interest rates.

Calling on Mr John Major to prevent any more National Health Service hospitals opting for trust status without a ballot of the local population, Mr Kinnock said: "What are you afraid of? Why are you always running away from the ballot box?"

An ICM opinion poll published in today's Daily Mail shows Labour with a commanding 10-point lead in Mounmouth, in the Welsh border county. The poll suggests that controversy over the health service has been a central factor in eroding support for the Conservative candidate.

Mr Robin Cook, Labour's health spokesman, anticipated victory by declaring the by-election a "referendum" on the NHS reforms. He accused the government of creating a "two-tier" health service.

The exchanges came against the background of continuing

election fever which is undimmed by the now accepted wisdom that the general election will be delayed until the autumn at the earliest.

In one of his more confident performances of recent weeks, Mr Major responded to the Labour attacks with his own charge that Labour's spending policies would push up the taxes of every family in Britain.

The prime minister accused Mr Kinnock of advocating spending plans which would "not only penalise people on modest and average incomes, but every single taxpayer".

Mr William Waldegrave, the health secretary, accused Labour of being bereft of ideas on how to improve the NHS, adding that Mr Cook had demonstrated that it was more interested in "scaring than caring".

Price rise deepens economic caution

By Peter Marsh, Economics Staff

A SHARP rise in the price of UK manufactured goods last month has underlined government caution about cutting interest rates, ahead of clear signs that core inflation is coming down.

According to the Central Statistical Office yesterday, prices of products at the factory gate rose between 1.2 per cent in April to record their largest year-on-year increase for more than eight years.

Even though much of the increase can be explained by changes in excise duties for tobacco and alcohol introduced in the March budget, the statistics support the recent warnings from the Treasury and Bank of England that under-

lying inflation is still too high.

Despite this, many in London's financial institutions and in Westminster believe the government will within the next week cut base rates, now at 12 per cent, to bolster the flagging economy.

The annual rate of increase in factory prices last month was 6.4 per cent, the highest figure since November 1982. In March, the figure was 6.2 per cent.

Just over half the overall increase in prices last month was due to the excise-duty changes. As a result, the year-on-year increase in prices in April for all industries outside the food, drink and tobacco sector was 5.9 per cent, down

from 6.1 per cent in March and 6.5 per cent in February.

According to the Treasury, the downward movement in this series of figures indicated that "inflation is moving in the right direction".

Mr Gordon Brown, the opposition Labour Party's trade and industry spokesman, said the data showed inflation was rising "far faster" than the government had said. "All the boasts that the government has made about solving the problem of inflation are not borne out by the figures we're now seeing," he told BBC Radio.

Liberal Democrat treasury spokesman Mr Alan Beith said the government had erred in

pushing up companies' costs through its budget measures, and through the recent increases in business rates.

Other figures from the CSO showed that prices of material and fuels purchased by manufacturers declined last month by 1.4 per cent on an annual basis, compared with a fall of 2.5 per cent in March.

Input costs have been falling at annual rates of 2-3 per cent for several months, largely due to the weak state of world demand.

The slight reduction in the rate of decline in prices in April is attributed mainly to the effect of the stronger dollar in pushing up the cost of US imports.

BRITAIN IN BRIEF



Ultimatum issued on Ulster talks

Mr Peter Brooke, Northern Ireland secretary, has set out his own proposals for resolving the deadlock over "round-table" talks on the province's future - and said he could see no point in continuing if they were not accepted.

His ultimatum to unionist and nationalist leaders in Belfast came after a fifth day of negotiations aimed at finding an agreement on the venue for talks including the Dublin government.

Mr Brooke has proposed that talks on relations between north and south Ireland should start in London - perhaps with only a formal meeting. They would then continue in Northern Ireland before concluding in Dublin.

The success of his gamble depends critically on the reaction of unionist leaders.

Lords refer case to Europe

The campaign to stop illegal Sunday trading in England and Wales suffered a serious setback when the House of Lords referred back to the European Court the question of whether the UK's Sunday trading laws are incompatible with European law.

The decision by five law lords, which came on the second day of the appeal by B&Q, the home improvement chain, against a High Court ruling last July that the 1980 Shops Act, which governs Sunday trading, does not contravene the free trade principles of EC law, could delay a final ruling on the issue for up to two years.

Opponents of Sunday trading welcomed the decision. This follows a decision by the Appeal Court two weeks ago lifting injunctions granted to local authorities against B&Q and Wickes Building Supplies which local authority leaders claim has made the Sunday trading laws "virtually unenforceable".

GEC-Marconi wins naval deal

GEC-Marconi has won what it considers a crucial battle in the naval sonar business by beating the Franco-British Ferranti-Thomson venture in a competition to study a new system for the Royal Navy. The planned new sonar is to upgrade the capabilities of Britain's submarine fleet. Marconi Underwater Systems said the deal involved a "multi-million pound" contract to draw up a project definition.

Arbitration call on tax dispute

The prime minister has been asked to arbitrate in the increasingly bitter row between Treasury ministers and senior Tory MPs over the alleged "double-taxation" of home loans and savings incentives, known in Britain as building societies.

At stake is more than £240m in tax payments and as much as £150m in interest that the societies say should be returned following a House of Commons vote in favour of the Woolwich Building Society last year.

Influential Tory backbenchers are now pressing Mr John Major to intervene to persuade ministers to drop the controversial Clause 50 in the Finance Bill that seeks to over-rule the Lords' verdict retrospectively.

Aid agency suffers loss

The Crown Agents, the government purchasing agency responsible for aid-financed programmes in the developing world, suffered a sharp £4m fall in gross income to £26.3m last year, according to its annual report.

Mr Peter Berry, managing director, blamed the fall on changing patterns of aid expenditure by the UK, with a larger share of funds going directly to bolster the foreign exchange position of developing countries without specific procurement guidelines. A further factor was uncertainty created by the Gulf crisis which led to an immediate revenue loss of £500,000. The longer term implications for the developing world have not yet been quantified.



St Paul's to charge entrance fee

Tourists visiting St Paul's cathedral in London (above) are to be charged an admission fee for the first time. The move is intended to head off the cathedral's deficit which will this year exceed £400,000. The Very Reverend Eric Evans, the dean, said the charges were necessary to protect the "unforgettable experience" of a visit to Sir Christopher Wren's domed masterpiece. Worshipers entering the cathedral chapel will not be charged.

Bank raids increase sharply

Raids on banks and home loans and savings institutions have almost doubled over the past four years to a total of 1,080 attacks in 1990, according to the Banking Insurance and Finance Union, which is concerned about the security of its members.

Between four and seven office raids take place every working day, the union estimates, with a concentration of attacks in London, Manchester, Birmingham, Avon, and Tyne and Wear. Nearly all the raids are said by the union to involve real or fake firearms. Bifu has called for an immediate review of the law on shotguns and replica weapons which, it said, were "astonishingly easy to obtain".



Labour man to address CBI

The Confederation of British Industry's governing council, which meets next Wednesday, will be addressed by a leading spokesman for the opposition Labour party for the first time in recent history.

Mr Gordon Brown, Labour's trade and industry spokesman will next week address the 400-strong council on how Labour's manifesto would affect business.

Mr Brown's appearance is part of a CBI programme in the run up to the general election in which each of the three parties will outline how their policies would affect industry and the economy.

Fall in price of electricity

Competition has cut the price of electricity to large customers by up to 15 per cent, according to the annual report of the electricity industry watchdog, Ofgas.

The new electricity industry was working well and already had a private sector mentality, reported Professor Stephen Littlechild, Ofgas's director general.

Staff offered 35-hour week

British Nuclear Fuels has become the first large company in Britain to offer its manual workers employees a 35-hour week.

If employees accept their negotiators' recommendations to accept the offer, the deal would be one of the most significant in a national campaign by unions for a shorter working week.

Most UK manual workers work 39 hours a week. Although several hundred thousand in the engineering sector have won agreements for 37 hours, a campaign by their unions for a further two-hour cut is unlikely to begin before signs of an end to the recession.

Granada faces franchise bid

Granada Television, one of the most famous names in British broadcasting, is to face a serious challenge for its franchise when the deadline for bids closes today.

On the eve of the bidding it became clear that Granada is going to face opposition from a consortium that includes two fellow northern ITV companies Yorkshire Television and Tyne Tees.

The consortium has been put together by Mr Phil Redmond, creator of the television series Grange Hill, whose Mersey Television production company produces the drama Brookside for Channel 4. The bid is also being backed by Barclays Trust International, Trinity Television, the newspaper publishing and printing group and 3i, the investment capital group.

Study says spill effect limited

A spillage of 150 tons of crude oil into the River Mersey from a fractured Shell pipeline in August 1989 did no lasting environmental damage, according to an independent group studying the aftermath.

The spillage cost Shell a total of £7.1m, it was revealed yesterday, including a £1m fine by Liverpool Crown Court last year. The company has also paid £200,000 to fund the study group.

The company has paid £1.4m on the clean-up, operation £2.5m on replacing half the pipeline which fractured, and £2m on sophisticated monitoring equipment to spot future problems in advance.

Bond 'doomed to failure'

The four main shareholders in British Satellite Broadcasting (BSB) argued in the High Court that a damages claim against them by Bond Corporation Holdings, the flagship of Mr Alan Bond, the Australian entrepreneur, was "manifestly doomed to failure".

Mr David Oliver QC, for Granada Group, Pearson (owner of the Financial Times), Reed International and Chargeurs asked Mr Justice Harman to strike the claim out on the grounds that it disclosed no cause of action.

The claim relates to attempts by Bond last year to sell its stake in BSB with the benefit to any purchaser of a rights issue that formed part of an agreement for the refinancing of BSB in February last year. The case continues.

Power unions reject pay deal

The threat of industrial action in the power industry was renewed when members of the two largest unions rejected an 8.9 per cent pay offer described by employers as final.

Members of the EETPU electricians' union voted by 13,206 to 10,460 against the offer while members of the AEU engineering union were reported to have voted by 2-1 in ballots which were being counted yesterday.

Mr Doug Rooney, the AEU's national negotiating officer for the power industry said his membership had "convincingly" turned down the proposed deal. He said: "We are on course to vote for industrial action in order to secure a double figure increase."

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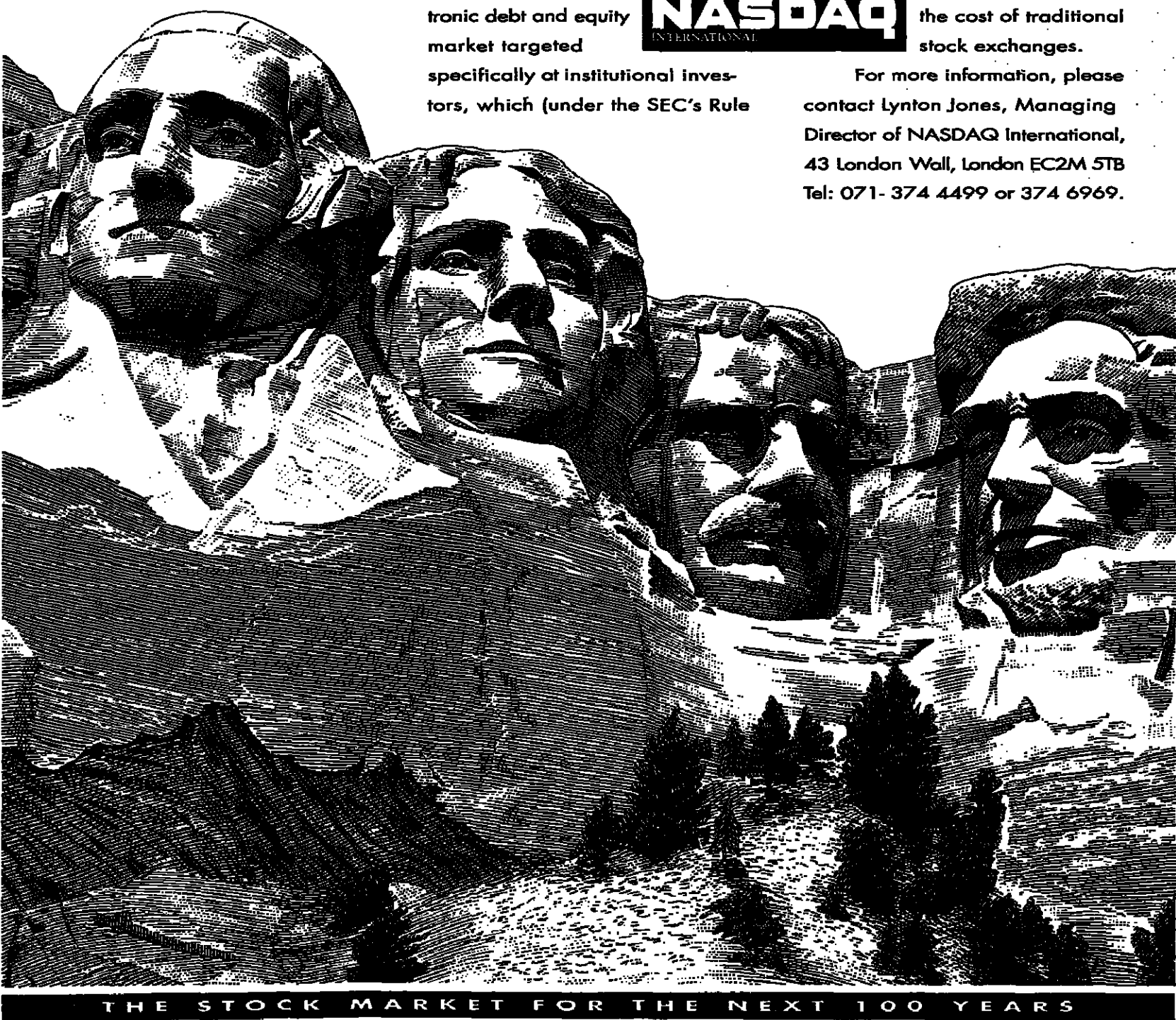
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MANAGEMENT

When the colonial glory wears off

David Lascelles on the problems facing Standard Chartered

Anyone curious about Standard Chartered's origins need only visit the lobby of its City of London headquarters. The walls are covered in old photographs of the bank's branches in colonial times: Victoria piles in places like Shanghai, Kuala Lumpur and Delhi, a shack in the Kenyan highlands, even a tent in the African outback.

But the pictures will shortly be gone. "They no longer fit the image," says an executive. Few UK banks have had to undergo as wrenching a transformation as Standard Chartered: but management is struggling to shake off old-fashioned attitudes. The questions are: Has Standard Chartered left it too late? and can it still make a virtue of its unique geographical presence?

The recent omens have not been encouraging. Profits in the past two years have been poor, hit by a string of bad debts and problem Third World loans. Last year, the bank had to cut its dividend. But executives insist that appearances belie profound changes which will shortly yield results.

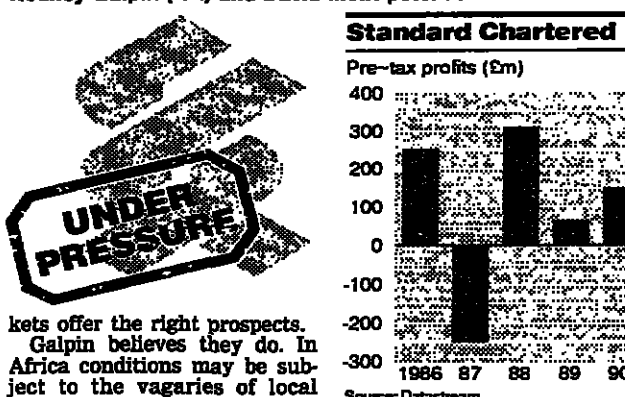
The recovery strategy is being directed by Rodney Galpin, a former Bank of England official who took over the chairmanship two and a half years ago.

The bank had been rocked by a succession of crises following Lloyds' unsuccessful bid in 1986. When he arrived, Galpin had the option of applying radical surgery to the group and reshaping its network for post-colonial times. But instead, he decided to preserve the basic structure because many were strong franchises in promising markets. He also wanted to get the bank back to basics, and instill a tougher and more businesslike attitude.

Standard Chartered differs from other international banks in that its foreign operations are part of the local scene. In dozens of countries in Africa, Asia and the Far East, Standard Chartered provides retail banking services. The issue is not so much whether these operations amount to a balanced global network but whether the individual mar-



Rodney Galpin (left) and David Moir: potential in Asia Pacific



kets offer the right prospects. Galpin believes they do. In Africa conditions may be subject to the vagaries of local economies and politicians. But Standard's African business produces a steady stream of profits. There is a similar story in the Middle East and South Asia, though the Gulf war caused major disruptions.

The strongest part of the group is the Asia Pacific Region which contributed over 80 per cent of last year's trading profit of £18m. This includes the flagship operation in Hong Kong where Standard Chartered started in 1859 and where it is now one of the two note-issuing banks with 115 branches. But there are also sizeable operations in fast-growing countries like Singapore and Malaysia, and even China where Standard has 10 offices and branches - the largest of any foreign bank.

David Moir, who holds the new post of chief executive of the Asia Pacific Region, says: "There is enormous potential for Standard Chartered to increase its business base in

ment information systems have revealed where the bank is and is not making money.

But running what amounts to a string of separate branch banking operations in different countries requires intensive management. In Malaysia Standard shares what amounts to a local monopoly because no new foreign banks are being admitted and its 35-branch operation is among its most profitable. Alternatively, the authorities will not permit it to open more branches, and the regulatory climate favours domestic banks.

There is also a dichotomy about Hong Kong. It is Standard's largest profit-earner in the Far East and there are few regulatory constraints. But the transfer to China in 1997 poses a serious question mark over long-term prospects.

In the longer term Standard Chartered may also have to address the imbalance of a group which has its headquarters in London and the bulk of its operations abroad. Standard does not earn enough taxable profit in the UK to obtain full relief for all the taxes it pays elsewhere. It might make more sense to relocate - possibly to Singapore.

But Galpin sees this imbalance as "an opportunity", and he is keen for the bank to remain London-based. Once Standard has recovered its strength, he sees it expanding its UK operations, possibly through acquisition. The European end of the group has already been reorganised. Many UK branches have been closed, and its continental operations were sold last year to Westdeutsche Landesbank, with which Standard formed a joint merchant bank.

The culture of Standard Chartered is clearly changing. Galpin's decision to move its Bishopsgate headquarters to more workmanlike surroundings of London Wall last year was evidence of that. But its competitors are still sceptical. "Occasionally they show bursts of marketing enthusiasm," says a leading competitor in the Far East. "But I can remember when they were stronger competitors."

Many people in Standard Chartered would probably agree that the bank has seen more glorious days. But they prefer not to dwell on that. This is a time for making money, not waving flags. "Over the past six months, I have had a growing conviction that we're doing the right thing," says Galpin.

Previous articles in this series appeared on April 19 and 22.

Slow to capitalise on a valuable franchise

It is 3pm in Petaling Jaya, a sweltering suburb of Kuala Lumpur, and the local Standard Chartered branch is closing its doors for the day. It could be any British high street branch with its rows of tellers serving lines of customers. Upstairs, account officers deal with business clients and process letters of credit.

Nur Baiti Abdul Razak, the sales and services manager, points out that opening time has been brought forward to 9.30 am. The extra half hour is to meet competition down the road, she says. The branch also has a special new counter for clients needing personal attention and advice - all part of Standard Chartered's drive to sell more products.

Two thousand miles away in Hong Kong, Rhonda Yu is making a similar push for business in Standard Chartered's Causeway Bay branch. The freshly renovated banking hall is gleaming with the bank's white, blue and green livery. On the wall is a graph showing the branch's performance against the year's targets. It's not doing badly.

Why did she choose to work for Standard Chartered when there are so many banks in Hong Kong? "It's a big name," she exclaims.

Standard Chartered is a household word through most of the Far East. But it has been slow to capitalise on its potentially valuable franchise. In the mid-1980s it still had only one branch in Hong Kong, and the manager refused a request to open a branch in Kowloon because in his view the customers should come to their bank, not the other way round.

Today, the bank is marketing its services aggressively, using US expertise. Jim Allsen, who heads Hong Kong retail banking, was trained at Procter & Gamble, and was president of the Midwest division of Household Bank before joining Standard Chartered. He recognises the bank's past failings. "But we want to be known as the bank that's getting better," he says.

Corporate alliances

Equal partnerships stand a better chance of success

Guy de Jonquieres reports on cross-border relationships

The rapid growth of cross-border corporate alliances, from distribution agreements and collaborative research to equity partnerships, has been one of the most striking features of international business in the past decade.

Yet remarkably little is known for sure about why alliances succeed or fail, how they can be managed most productively and whether they can provide the basis for durable relationships.

Management consultants McKinsey recently set out to answer these questions by studying cross-border alliances, joint ventures and acquisitions involving 150 large US, European and Japanese companies in a broad range of industries. The project covered large deals in effect between 1981 and 1987.

To McKinsey's surprise, it found that just over half the cross-border alliances and acquisitions examined succeeded. That is a higher proportion than has been found by most studies of deals between companies in the same geographic market.

Furthermore, joint ventures in which ownership was split 50/50 had a success rate superior to those in which financial holdings were unequally divided.

The main test of the success or failure of acquisitions was the financial returns generated. In the case of alliances, partners were also asked whether the deal met their strategic objectives and improved their competitive position.

The McKinsey study confirms that cross-border acquisitions work best when the aim is to strengthen core businesses. Alliances, on the other hand, can be used to expand in both core and non-core activities. Unlike acquisitions, they can also be used to fill functional gaps or to share costs.

An important pre-requisite for success is that they should marry partners with strong existing positions in different geographic markets.

Failures also occurred when partners were financially weak, lacked the required functional strengths or had incompatible corporate cultures and strategic goals. Joint ventures could be wrecked if the profit expectations of its owners differ too widely.

According to David Ernst, one of the McKinsey consultants working on the project, one of the first points to be grasped when negotiating alliances is that most have a limited life because they are usually formed for quite specific purposes. To survive beyond their typical seven-to-10 year lifespan, their scope and objectives must be broadened.

Firm intention is to buy out partner

Companies should decide at the outset whether they want to end up as the "buyer" or the "seller" of a partnership and shape their approach to structuring and managing it accordingly. Of 18 terminated alliances studied, more than three quarters were purchased by one partner, while the rest were either sold to a third party or dissolved.

McKinsey finds that most Japanese companies enter international alliances expecting them to last for less than 10 years, and with the firm intention of buying out their partners. But western companies are less clear about their ultimate objectives and often end up being bought out by Japanese partners.

Ernst also emphasises that because alliances must meet the interests of separate companies, they are inherently more unstable than acquisitions. Getting them right requires substantial investments of top management time.

McKinsey has identified a number of basic ground rules to be observed when embarking on cross-border partnerships. They include: Do not attempt to negotiate the financing and control of a proposed alliance until its

business logic has been fully agreed. Bargaining over price should be left until last because it is an adversarial exercise which inhibits companies from sharing information.

● Aim for 50/50 ownership wherever possible, to ensure that both partners are fully committed. Of the joint ventures studied, 56 per cent succeeded when ownership was equally divided, compared with only a third of those with an uneven shareholding split.

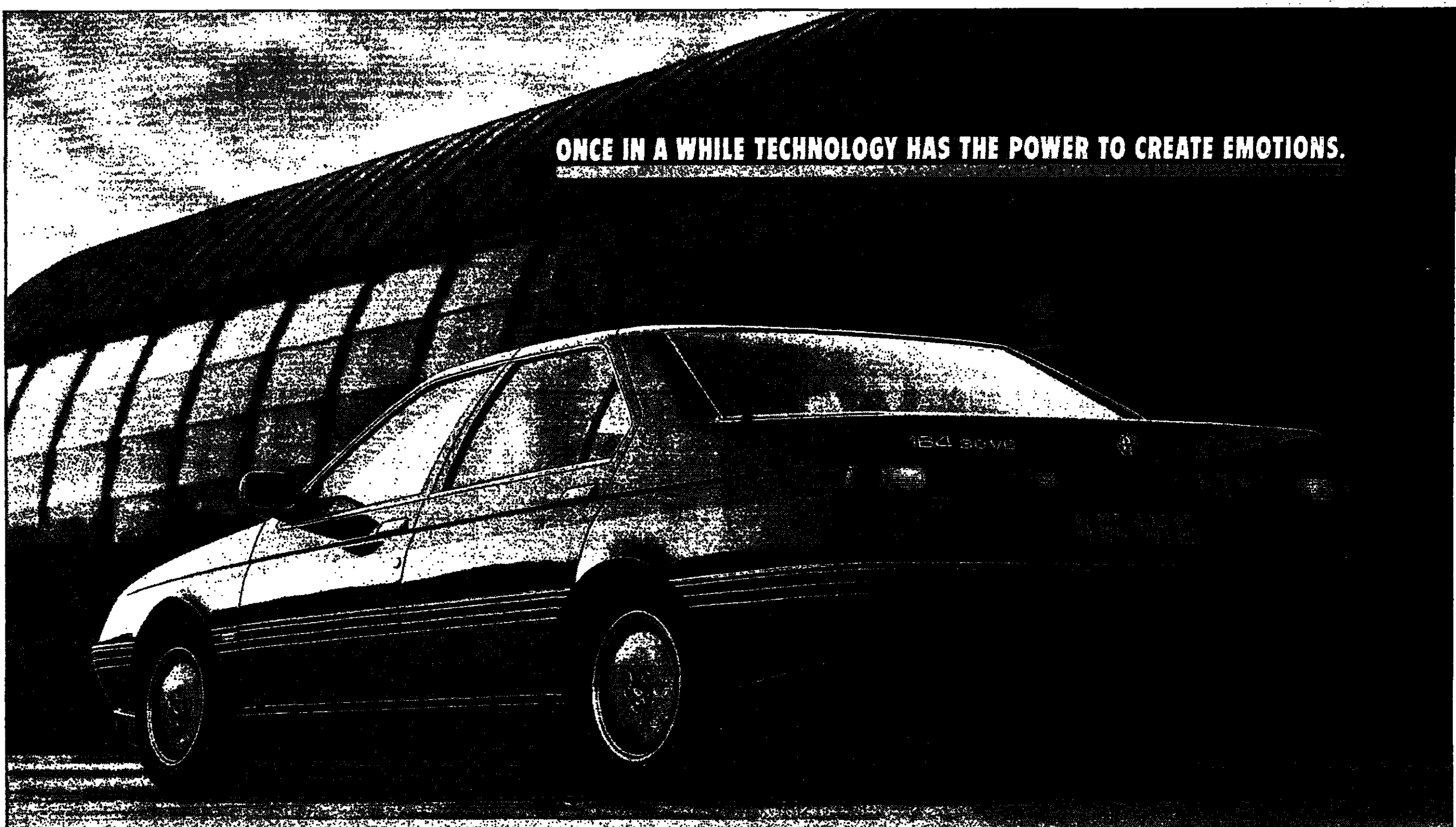
● However, even where ownership is equally divided, one partner should be clearly responsible for ultimate management control. The McKinsey study found no instances of a successful joint venture where management control was shared evenly between the owners.

Control should be channelled through a strong chief executive in the joint venture, with considerable operating autonomy. Joint ventures should also have strong boards, able to insulate them from conflicts between their parents.

● Recognise that teething troubles are likely, usually in the first two years. Typically they include reluctance by lower level managers to contribute to an alliance, differences over internal transfer pricing policies and poor communications between product development staff in one partner and marketing staff in another.

● Set up effective mechanisms for resolving conflicts from the outset. These will often require direct involvement by chief executives of the partner companies, who should be prepared to devote considerable time to ensuring that co-operation develops smoothly.

That underlines the study's central finding - that alliances depend on the degree of commitment by the partners to making them work. Those which meet their goals do so because both sides derive benefits from them. "Very few deals end in success for one partner and failure for the other," says Ernst.



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BUSINESS AND THE ENVIRONMENT

UK takes the show to Japan

The Japanese are studying a successful UK scheme which encourages business to work with government and local communities to rehabilitate industrial waste lands.

At the end of this month a delegation from the Groundwork Foundation, a Birmingham-based charity, begins a two-week tour of Japan as guests of the Centre for Environmental Information Science in Tokyo.

"The Japanese are interested to hear more about our efforts. We are keen to understand better the Japanese environmental problems and how they are tackling them. We will also find out if we can be of help to them," says John Davidson, Groundwork's chief executive.

The charity was set up in 1981 by Michael Heseltine, the UK environment secretary, during his first stint in the job.

It was founded on the principle that such groups should have an entrepreneurial structure and spirit.

Groundwork has been involved in thousands of successful projects over the past 10 years. The scale of its activities ranges from helping young people clear fly-tipping from a Manchester council estate to the establishment of a commercial trout fishery in a worked-out claypit alongside polluted land near Liverpool.

All of the projects involve a partnership of local business, government bodies and voluntary groups. Groundwork operates as a consultancy to co-ordinate the various parties.

While local and central government provides most of the money to fund the projects, industry plays an important role by providing equipment and resources. IBM has installed computers to make Groundwork's administration more efficient. Companies such as Esso, NatWest, British Gas, Ciba Geigy, Shell, Pilkington and Marks and Spencer have provided staff on secondment.

Groundwork's success in the UK is now being duplicated on the Continent with projects set up in France and the Netherlands. The Japanese are hoping to establish a Groundwork pilot project by 1994.

Peter Knight

Lawyers have never been popular figures. Rightly or wrongly they are perceived as making a living out of other people's problems.

In the United States, where a national environmental clean-up programme, known as Superfund, has just celebrated its 10th birthday, environmental lawyers are finding themselves accused of cashing in on the country's pollution problems.

Superfund was set up under the 1980 Comprehensive Environmental Response, Compensation and Liability Act. The programme is designed to identify and organise the clean-up of thousands of toxic waste sites across America and to recover the cost from industrial polluters.

As the programme begins to bite, US industry has started to complain vociferously about having to meet the burgeoning costs of cleaning up the mistakes of previous generations. "Together with the insurance industry it is lobbying Congress for a change in the basis of Superfund liability. And in an attempt to win popular support for its campaign it has decided to attack the only group which appears to be making money out of the drive to clean up corporate America - the lawyers. The campaign message is blunt: 'Somebody's cleaning up, but it's not the environment'."

There is no doubt that environmental law is now big business. Law firms, never slow to spot the chance to make a fat fee, have seized the opportunity offered by the rise in environmental issues with both hands.

Jim Rogers, partner at US law firm Skadden Arps Slate Meagher & Flom, has been practising environmental law since the early 1970s. When it first became recognised as a separate discipline, he says, you could put all the environmental lawyers in America into a small hotel ballroom.

Twenty years on, more than 22,000 lawyers are registered with the American Bar Association as environmental law specialists. The big surge in their number came in 1985 as Superfund began to increase significantly the number of sites requiring clean-up. Law firms which had one or two environmental lawyers suddenly had 10 or 20.

Between 1980 and 1984 the Superfund legislation had little impact. But by 1985 the staff to run the US Environmental Protection Agency and the regulations to drive the Superfund

Robert Rice describes how lawyers are capitalising on environmental legislation

A very profitable practice

programme were in place. Industry suddenly woke up to the realisation that it could easily find itself on the wrong end of a multi-million dollar clean-up bill.

Cautionary tales have by now become common place. In 1988 Occidental Chemical, a subsidiary of the oil giant, was ordered to pay the \$260m clean-up costs of a toxic landfill site in New York state which had been used by Hooker Chemicals and Plastics during the 1940s and 1950s to dump dioxins, even though it did not take over the Hooker Corporation until the 1960s.

The EPA is currently trying to force General Electric to pay the \$280m cost of dredging 500,000 pounds of PCBs which the company dumped in the Hudson River between 1945 and 1977.

Faced with costs like these industry has begun to look for more and more parties to share the financial burden.

The Superfund legislation gives the US government the right to force all potentially responsible parties (PRPs) to pay for the clean-up of contaminated sites. PRPs include the

city solicitors Denton Hall Burgh & Warren have agreed to sponsor a professorship in environmental law at the Imperial College Centre for Environmental Technology (ICET) in London.

This will be the first chair in environmental law in the UK. Denton Hall will put up \$250,000 over five years to fund the post and an appointment is expected to be made later in the year.

ICET is seen by many environmental consultants as the leading UK centre for training in environmental management. It was established in 1977 as the first inter-disciplinary centre within Imperial College. It has flourished in recent years as environmental issues have gained increasing political attention.

ICET offers a pioneering one-year MSc course, combining scientific disciplines with law, policy and economics, and draws students

from all over the world. It also has a PhD and research programme. Staff are extensively involved in commercial consultancy and in advising parliamentary committees, government departments, and European and non-governmental organisations.

John Salter, chairman of Denton Hall's Environmental Law Group, said that the sponsorship of the chair demonstrates the firm's commitment to environmental law, an area that is expanding "almost as rapidly as our awareness of increasing environmental problems".

With regulations covering increasingly complex issues, he said the firm sees advantages in nurturing ICET's "rigorous academic excellence and legal training in environmental science and technology".

Superfund has only just begun to scratch the surface of the clean-up problem. Of the 1,236 contaminated sites placed on the Superfund national priority list, clean-up has been completed at 63. Only 29 sites have been deleted from the list as the long-term effectiveness of the work has been verified.

The pace of the Superfund programme is picking up, however. Emergency action to

remove immediate threats has

been taken at 423 sites. Invest-

igation is under way at 504 sites

and clean-up work under way

at 272.

But as chemical analysis

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pollution is being detected in

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Superfund sites at which remedial action began

Source: Environmental Protection Agency report, "Progress Toward Implementing Superfund"



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Chris Clarke

Green threads at John Heathcoat

By Alice Rawsthorn

Ever since 1808 when its founder fled from the Luddite gangs in Nottingham, John Heathcoat has been manufacturing textiles from a mill in the picturesque town of Tiverton on the River Exe in Devon.

A few years ago the local community became concerned about the coloured effluent being discharged by Heathcoat from its dyehouse into the Exe. The company has since invested \$500,000 in a precipitation treatment plant to ensure the effluent is treated before it goes into the river.

So far the new plant has worked reasonably well, although Heathcoat is making some modifications which will cost at least another \$50,000. The bottom line is that Heathcoat, a small private company, is incurring substantial costs in its efforts to become environmentally responsible.

Heathcoat is one of the growing number of textile companies investing heavily to make its production process less damaging to the environment. As the level of environmental regulation increases, so will the cost of compliance. A new report* from the Economist Intelligence Unit (EIU) suggests this will create a major challenge for the international textile industry in the 1990s.

Textiles, like every other sector of manufacturing, is under pressure on the environmental front to be more economical in its use of water and energy. However the industry also faces particular problems in the areas of fibre processing, dyeing and finishing.

Perhaps perversely the problems in processing are concentrated among the natural fibres, such as wool and cotton, which are biodegradable and generally seen as environmentally "friendly", rather than man-made fibres, like acrylic and polyester.

The cleaning and de-greasing of wool involves the release of damaging waste substances. The washing of cotton involves using aqueous alkalis or solvent de-waxing. By contrast acrylic fibres are produced from a concentrated solution of polymers in a recyclable solvent. Polyester and polyamide fibres are melt-spun, so no effluent is produced.

*Textiles and the Environment. Published by the Economist Intelligence Unit, 40 Duke Street, London W1A 1DW. Price £185.

Dyeing also poses problems. Soluble dyes and toxic substances from dye auxiliaries tend to pollute waste water. The red dyes in the effluent from John Heathcoat were so strong that they coloured the water in the River Exe. Offley, the Dutch children's wear manufacturer, has already started using natural dyes made from flowers and minerals. Ciba Geigy, the Swiss chemicals group, has withdrawn a number of its dyes from the market.

In recent years the textile industries in North America and Europe have faced mounting restrictions concerning the use of pollutants in the production process. This has inevitably imposed higher costs on manufacturers. As the level of regulation increases, the costs could become even higher.

One of the chief concerns of North American and European textile companies is that, if the level of environmental regulation continues to increase, they could become less competitive against their third-world counterparts benefiting from lower costs in a less regulated environment.

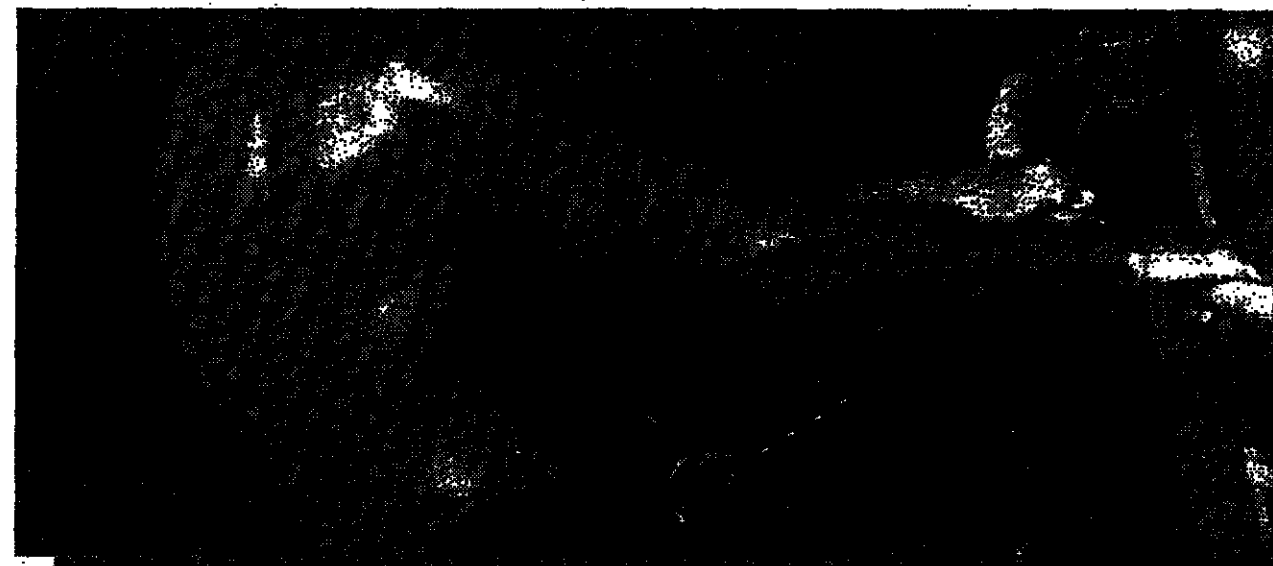
There is already evidence of some companies withdrawing from certain sectors of textile production because of higher costs. One US group recently pulled out of viscose because of the cost of complying with the Environmental Protection Agency's guidelines.

In the longer term higher costs could prompt companies to transfer production to lightly regulated countries. A number of Hong Kong textile companies have moved production to China and have cited environmental regulation as one of the reasons for the change.

The EIU suggests this problem could be alleviated if responsibility for environmental regulation applied to retailers - who would have a "duty of care" to ensure that their merchandise has been manufactured in an environmentally responsible way - as well as to manufacturers.

*Textiles and the Environment. Published by the Economist Intelligence Unit, 40 Duke Street, London W1A 1DW. Price £185.

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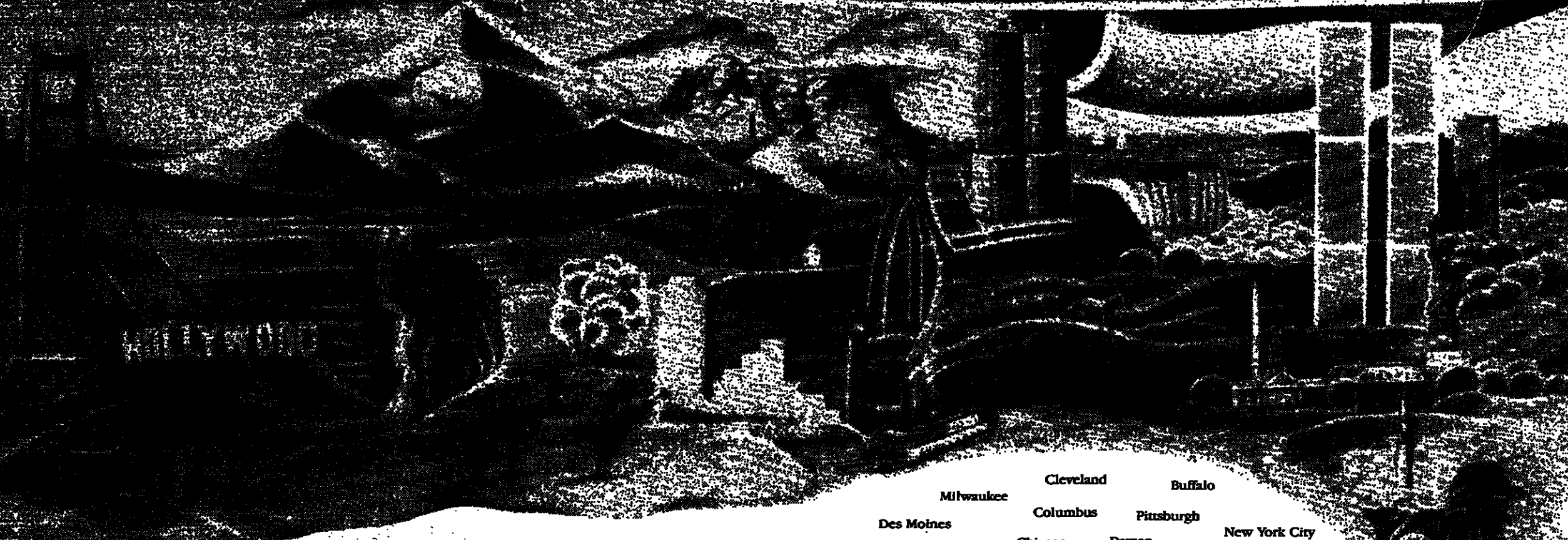
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As well as applying complex structuring and financing techniques, thanks to our proven skills in risk management.

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ARTS

Gingerly, the sun comes out in Cannes

The last shot of Akira Kurosawa's new film *Rhapsody in August* shows an old Japanese woman struggling through wind and rain holding high a broken umbrella. We have been treated the fondest weather seen in these parts since the great flood. Critics have entered the Ark of the festival palace two by two, in order to stay upright on so shaky battered brooms. Out on the streets, wading through puddles, we hold high our umbrellas.

On day one jury president Roman Polanski instructed his team, including Umberto Eco, and Alan Parker, to judge every film on its entertainment value. This precept would make life laughably easy for anyone. First two days of the festival no entertainment value at all. In the giant Lumiere Theatre 1500, the film-viewers watch a Russian Chukhrazov's *Assassin of the Tsar*, a muddy-hued Russian talk-piece with Malcolm McDowell as a schizophrenic who thinks he killed Nicholas II; Patrick Bauchau's *Cold Moon*, a French buddy film of a connoisseur of the past; and Schröder's *Melina*, in which Im-

belle Huppert plays a manic depressive whose life is falling apart in much the same way as the film.

Then, gingerly, the sun came out and so did the films. The largest crowds swelled at the foot of the steps to the Salle Debussy, home to Cannes' counter-culture event, the Directors Fortnight. This kicked off with a spry Australian melodrama called *Proof* and then mounted a lively gothic attack with America's *Paris Trout*. Grand old American hippie Dennis Hopper arrived to introduce this controversial murder thriller, in which he plays a Southern bigot fond of shooting black women and abusing his wife Barbara Hershey. Steven Gillen, haal's directing debut is moody, nasty and elegant, though more work might have been done in the motivation department.

Back in the Lumiere, wonders began to start. Kurosawa's *Rhapsody in August* is a tender tragic-comedy about a Japanese family haunted by memories of Nagasaki. Like the water snake that thrashes towards the four young children in one picnic-by-a-waterfall scene, the past is a poisonous hidden life. The film is about tensions between

generations and nations - Richard Gere floats through as an American uncle - and its plain, domestic mise-en-scène makes doubly effective the outbreaks of surrealism. A giant celestial eye opening in a H-bomb burst; two lightning-blasted trees haloed in a forest clearing, like ghostly lovers.

But the early Golden Palm favourite is a Danish-German-Swedish co-production called *Europa*. What sounds like a recipe for a nightmare Euro-pudding - mixed-nation actors teamed in a tale of postwar chaos set in 1945 Germany - turns out to be a sumptuous smorgasbord of style. Writer-director Lars Von Trier made the Borgesian thriller *The Element of Crime*, a coterie hit at Cannes in 1984. This is madder and more magnificent. An innocent American (Jean-Marc Barr) takes a railway job in a Europe trying to reconstruct itself. But recent German guilt weaves shadow-patterns and weird chromaticisms in hero's mind and movie's images. Flecks of colour spatter the dominant monochrome; rearing crane-shots defy gravity; collage, multi-projection techniques show characters

speaking to filmed images of their companions; and exteriors are a blitzkrieg'd wonderland of rubble and girders, pockmarked mansions and reeling monuments. In the anniversary year of *Citizen Kane*, Von Trier has rediscovered some of the visual conjuring tricks that made Welles' film so exciting.

Britain, which bowed out late from the Competition by withdrawing Peter Greenaway's *Prospero's Books* (work is still in progress), displayed two eye-catching films in sidestage events. *Young Soul Rebels* is like a fairground whirligig run amok: a tale of ethnic London shot in rainbow hues, in which two young black DJs fight racism, phillistinism and a mystery killer. One of the DJs is gay, whereby hang the startlingly candid love scenes. The British Film Institute, who produced the film, also unveiled the recent, uncut *The Remains of the Senses*. Are they now our leading crusader against Aunt Edna?

More sex, this time incestuous, in Stephen Poliakoff's Channel 4-produced *Close My Eyes*. Saskia Reeves and Glive Owen are the love-torn siblings in a mystery film to date, scripted with the diamond

obliquity of Pinter and graced with a wickedly funny performance by Alan Rickman as Reeves' languid hubby.

All that is now missing at Cannes is the annual convoy of major American stars plus major American films. Gulf War nerves are said to have caused the absence of any top Hollywood movie in the competition. Only US entry seen by me to date: Irwin Winkler's *Guilty By Suspicion*. Here a curly-headed Robert De Niro plays the McCarthy witch-hunt victim in a drama about the Un-American Activities crack-down in 1950s Hollywood. Alas, a fresher subject is treated with damp reverence, more like a TV problem-of-the-week film.

Still in prospect, films by David Mamet and Spike Lee. But few front-of-camera movie glitterati seem likely to arrive this time to brave the flashbulb-and-red-carpet treatment. As compensation a famous blonde singer is cutting a celebrity swathe through town, promoting her feature documentary *In Bed With Madonna*. More when I have bumped into it and/or her.

Nigel Andrews Mad and magnificent: scene from Lars Von Trier's 'Europa'



TELEVISION

Uncivil wars

At the beginning of last week's episode in Channel 4's six-part series *Civil War* about the events in 17th century Britain, historian Richard Holmes said: "I think it's easy to get at least a feel for the reality of 20th century war. After all, our fathers, perhaps, fought in the Second World War, our grandfathers in the First, and there's an abundance of film, memoirs, photographs, etc. etc. etc. we can begin to grasp the experience of battle. But when you go back to the 17th century it's awfully easy to get hooked on the inessential: to see figures in bucket-top boots and plumed hats, and not to get beyond that... to let the romanticism and veneer of the period obscure the reality of what went on in the smoky and dangerous and terrifying world of 17th century Britain."

It is a persuasive and in some respects convincing argument. Yet even though Holmes was speaking for the camera of television producers, he was doing so in a pre-television frame of mind. Whatever the people in dusty rooms at Pembroke or St Catherine's may believe, television is changing history, or anyway our perceptions of history, because of the manner in which it is able to convey it. It is surely a change of what we see, not of what we know. The number of people who take an interest in history, too, and, most radically of all, the heritage we shall pass to our children and grandchildren. But we shall return to that.

Channel 4's series about the British civil war has coincided with BBC2's screening of *The Civil War*, about the American event in the 1860s. The differences have been striking. The American series has looked just about the simplest form of documentary imaginable: historians speak to camera, and we see maps and drawings interspersed with modern footage showing the countryside and sometimes the towns which, 130 years ago, were the battle-grounds. American folk songs have been used as a connecting ribbon throughout.

The great strength of this series, however, comes from the photographs. The Victorians were not only enthusiastic photographers, they used processes producing inherently beautiful objects (many of which, incidentally, will last much longer than today's snaps thanks to the high silver content in 19th century prints) and the series exploits them admirably. Confederates and Unionists alike gaze out at us, usually with serious expressions, somehow made more poignant by the sepia tint with all its associations. Readings from letters or diaries often accompany the pictures.

The habit of starting such sequences with a close-up on the soldier's belted waist and panning slowly up to the

face is irritating, but the power mentioned by Holmes emanating from this contemporary material is undeniable. Obviously no photography was possible during the British civil war, and according to the Holmes thesis it should be far more difficult for television to convey the experience of that event. Yet, thanks to Downing and director David Edgar, a remarkably vivid impression has been achieved.

Once again we have film footage, this time showing the countryside around Edgehill or Marston Moor as it is today, and where the Americans had their many photographs there are occasional oil paintings, especially of the royals. But the "uncivil" dangerous, and terrifying world of 17th century Britain comes across graphically via film of (presumably) those societies which exist to dress up and re-fight the battles of the civil war. Those pictures, combined with a good verbal description of exactly how nasty it was to participate in a civil war, history from the viewer with a pretty clear idea of what it must have been like.

Regular readers of this column will be familiar with the belief that in programme making what often matters most is not technique but intent. That is surely the case with history as with, say, current affairs (which, anyway, simply means very recent history). At one stage in last week's British civil war programme colour film of the Naseby countryside faded to black and white and we cut to a monochrome film of the shooting of a headless man from the First World War, perhaps not a practice of an academic historian would approve, but one which delivered its message very effectively. The availability of contemporary film or pictures is not necessarily crucial, though admittedly without letters, diaries and other written documents, history from the viewer would be pretty well lost to us.

Given my willingness to accept the re-staged battles and the anachronistic use of First World War material in *Civil War*, why should I have felt so much more doubtful about the use of reconstructions in this week's *Panorama*? Here we had yet another revelatory spy scandal from the Cold War years, this time from the US. The reporter was Tom Mangold, a dependable television journalist of the old school with the chutzpah of a Desmond Wilton, and his subject was the CIA counter intelligence chief James Angleton. What there are newspaper cuttings, press photos, and even a few bits of newsprint featuring the spies that Angleton dealt with, there is no film of Angleton himself at work, since he died a desk job in an office building.

Producer Jenny Clayton decided to bridge the gap with "reconstructions" and screened them in black and white, with the sort of histrionic lighting made



The English Civil War recreated on Channel 4

famous by the Warner Brothers gangster movies of the 1940s. You could argue that, although the Americans started shooting colour newsreels in World War 2, a heavy stylized aesthetic served to mark the separation between real documentary footage and reconstructions. The uneasiness comes from the fact that while pictures of Angleton working may have been desirable they were not vital, and the reconstructions, complete with mood music, served to reinforce the impression that the Mangold was so clearly keen to convey, of "obsession, paranoia and betrayal".

The crucial difference between the history in *Civil War* and in *Panorama* was not the 300 year difference in the dates, but the contrast in intent. *Civil War* gave the impression that its makers wanted to convey as accurate a picture of events as possible, leaving us to decide about the rights and wrongs or the character of those involved. *Panorama* on the other hand seemed much more interested in ensuring that we thought Angleton a bad egg. Perhaps the worst of the two is that, on the contrary, when our grandchildren watch it, there will be precious little chance of them becoming "hooked on inessential" or feeling that the "dreadful realities" have been concealed from them. Television's precise contribution to history is incalculable but surely very large.

Christopher Dunkley

Same Old Moon

GLOBE THEATRE

After having seen the first part of *Same Old Moon* at the re-opening of the Oxford Playhouse last month, one went to its arrival in London with the heart somewhere between the knees and the boots. Yet it is amazing what hard work and a better stage can bring. This is not another *Dancing at Lughnasa*, and not only because Geraldine Aron does not write as well as Brian Friel - it would be hard to do that. Ms Aron's piece lacks the imagination and the ability to create a world on its own that are so conspicuous in *Dancing*. But, seen at the Globe, it is not a bad play.

The Oxford theatre is cramped and box-like, perhaps fatally. The Globe has space enough to illustrate the title. The moon shines on Dublin, Galway, London and such faraway places as Rhodesia (as Zimbabwe then was) and Australia. The question is whether it is always the same moon.

One answer is given by the Irish barman who turns on the wireless and hears of the

Japanese attack on Pearl Harbour. "Always the same old news," he says in disgust as he turns it off. In other words, it depends on the way you look at it.

Brenda, now beautifully played by Gabrielle Reidy with a confidence that the same actress did not have in Oxford, is catholic, Irish, and wants to get away and write. She has a father who appears to dislike her. Almost on his deathbed he confesses it is because they are too similar. He admires her, however, because unlike him she does not think that it is always the same old moon. She goes off and does things.

The play has some strong vignettes. A nun demonstrates to Brenda the act of procreation with a phallus-shaped biscuit and a doughnut. Brenda exchanges one of her first kisses in return for a ride on a bicycle: it is the bicycle that gets bent and broken. Best of all is the letter from the Vatican in response to Brenda's appeal to the Pope. It is signed by Monsignor Flaherty who adds in brackets

"formerly Martin Flaherty" of a road in Galway.

There are also some clichés: too many attempted jokes about sex and catholicism. It is not particularly funny that Brenda's father (played by James Ellis and looking curiously like Sir Bernard Ingham) should adopt all the prejudices of an Alf Garnett when he arrives in London, complaining about Pakistanis running the hospital and Jews running the country.

A longish sequence which is devoted to what happens to women when they start wearing a dressing gown must have been played at least a dozen times before, though I suppose it has a twist at the end: it is the fear of the same old dressing gown that spurs Brenda on again.

For my taste it is too Irish, sentimental and maudlin, but others may well like it and Jenny Killick's direction has improved beyond measure since Oxford.

Malcolm Rutherford

Music at the Brighton Festival

Tilson Thomas and the LSO drew a larger audience to the Dome for the Ruggles-Mahler programme on May 12 than the BBC SO had done a week earlier. No doubt the conductor's TV appearances and almost everybody's favourite composer deserve

clamour and drenching lamentations were over, one still remembered the small, distant voice of Carl Ruggles, whose *Angels for brass* (muted trumpets and trombones) opened the concert. Such visiting cards are in danger of slipping from the memory. Ruggles's brief hymn, the long lines so packed with feeling that they seem paradoxically knobby, did not do so.

In the Friends' Centre in Ship Street, Gwendolyn Mok opened her recital with Barber's *Excursions*, wisely cushioning them from a masterly reading of Bartók's 1926 Sonata with the *Fantasiestücke* of Schumann. Curiously enough the following rondo-burlesque was less searing than usual and the

comparative relief half-way through correspondingly less convincing.

There was admirably assured playing in the exposed, sustained pages at the end of the outer movements. Nevertheless, when all the bitter clamour and drenching lamentations were over, one still remembered the small, distant voice of Carl Ruggles, whose *Angels for brass* (muted trumpets and trombones) opened the concert. Such visiting cards are in danger of slipping from the memory. Ruggles's brief hymn, the long lines so packed with feeling that they seem paradoxically knobby, did not do so.

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turned out to be the only one of the four American works. Festival during which it felt a disadvantage not to have been there - one lacked the key to these intriguing scenes.

Shura Cherkassky's recital at Glyndebourne transformed with his wizardry a horrible May of wizardry. Bach and Schubert, clear as spring water, alive and intelligent in every bar, were inclusive as the slow movement of Prokofiev's Sonata No. 7 and, as an encore, a Liszt *Consolation* were warmly poetic.

The American offering in this programme, and a welcome one, was Bernstein's piano arrangement of Copland's *El salón México*, which revealed itself as first cousin to another piano piece of uproarious urban low life by Albeniz - "Lavapiés" in the third book of *Iberia*.

Ronald Crichton

INTERNATIONAL ARTS GUIDE

TODAY'S EVENTS

AMSTERDAM

Concertgebouw 20.15 Claus Peter Flor conducts Royal Concertgebouw Orchestra in Shostakovich's Tenth Symphony and Brahms' Double Concerto, with soloists Jaap van Zweden, and Godfried Hoogeveen, also tomorrow. Sat: concert performance of Lucie Borgia, with cast led by Nelly Miricliou (5718 345).

Muziektheater 20.15 Hajnburg's Thalia Theater presents Robert Wilson's *The Black Rider*, also tomorrow (5255 455).

BERLIN

DANCE Staatsoper unter den Linden 19.00 Egon Bischoff's production of Swan Lake, repeated tomorrow (2004 762).

Kornische Oper 20.00 Tom Schilling's ballet *Wahlverwandtschaften*, music by Schubert (2282 555).

MUSIC Deutsche Oper 19.30 It trovatore with Federico Copley as Leonora, and Giorgio Laverio as Manrico, also Sat. Tomorrow: Faust with Neil Rosenheim and Inga Weigand.

Fri. Aida: Sun: Götterdämmerung (340 248).

Schauspielhaus 20.00 Hartmut Haenchen conducts CPE Bach Chamber Orchestra in Bach and Haydn programme, with Jochen Kowalski soloist. Tomorrow: Weimar Staatskapelle plays Brahms and Prokofiev. Sun: Tannhäuser conducts Mahler (2272 261).

Philharmonie Kammermusiksaal 20.00 Vovka and Vladimir Ashkenazy join members of the Berlin Radio Symphony Orchestra for a programme of chamber music by Brahms and Schumann.

Tomorrow: dances and songs from the Middle Ages. Fri: Philharmonic Wind Quintet plays music by Milhaud, Ibert and Koechlin (2614 383).

BONN

Oper 20.00 Michael Boder conducts Jean-Claude Riber's new production of Pelléas et Mélisande, also Sun. Tomorrow and Sat: Falstaff with a cast led by Juan Pons, Barbara Bonney and Hakan Hegagard. Fri: Václav Neumann conducts The Bartered Bride (773667).

BRUSSELS

Monnaie 19.00 Guido Johannes Rumstadt conducts Karl-Ernest and Ursel Herrmann's production of Die Zauberflöte, also Fri, Sat and Sun (219 6341).

GOTHENBURG

Konserterhuset 19.30 Jiri Boholavek conducts Gothenburg Symphony Orchestra in music by Dvorak and Janacek, plus the Flute Concerto

by the Danish composer Vagn Holmboe, with soloist Gerard Schaub. Repeated tomorrow (197000).

HAMBURG

Staatsoper 19.00 Achim Freyer's production of Wagner's *Die Walküre*, with new music theatre piece *Vergangenheit (Transitoriness)*, based on texts by Hebel and Kleist. Runs till Mon (351555).

Deutsches Schauspielhaus 19.30 Michael Bogdanov's production of Romeo and Juliet. Fri and Sun: Hamlet (248713).

LONDON

DANCE Covent Garden 19.30 David Bintley's new full-evening ballet *Cyrano* with a score commissioned from Wilfred Josephs (240 1068).

Sadler's Wells 19.30 Birmingham Royal Ballet give premiere of new ballet by William Tuckett, plus works by Ashton and MacMillan, also tomorrow and Fri (278 8916).

MUSIC

Coliseum 19.00 Jonathan Miller's production of Don Giovanni, with Stephen Page in title role. Tomorrow: Peter Grimes. Fri: world premiere of Stephen Oliver's new opera *Timon of Athens*. Sat: The Cunning Little Vixen (836 3161).

Royal Festival Hall 19.30 James Blair conducts Young Musicians Symphony Orchestra in Blue Danube Waltz, Bolero and Rhapsody in Blue. Fri: Charles Mackerras conducts Dvorak. Sat: David Atherton conducts concert performance of Britten's *Gloriana* (828 8800).

Queen Elizabeth Hall 19.45 Gregory Rose conducts Mozart and Martinu

with London Concert Choir. Holcim in Piano Concerto No 17, repeated tomorrow and Fri. Also at 20.00 in Carl-Orff-Saal: Heinz Holliger conducts Ensemble Modern (48098 614).

Herkulessaal der Residenz 20.00 Christoph Stepp conducts Munich Symphony Orchestra in new work by Wilfried Hiller, plus music by Strauss and Mozart. Tomorrow: New Belgian Chamber Orchestra plays Mozart and Haydn (299901).

NEW YORK Metropolitan Opera 20.00 American Ballet Theatre triple bill, including Balanchine's *Ballet Imperial*, also tomorrow. Fri and Sat: La Bayadère (382 6000).

New York State Theater 20.00 NY City Ballet triple bill, with works by Peter Martins, Jerome Robbins and Balanchine. Daily performances except Mon till June 30 (870 5570).

PARIS TNP-Châtelet 20.30 Semyon Bychkov conducts Orchestra de Paris in Prokofiev's Alexander Nevsky, with soloist Marjona Lipovsek, Mozart's *Sinfonia*. Concertante for violin and viola with Anne-Sophie Mutter and Bruno Giurana, plus a new work by Jan Marez. Repeated tomorrow (4028 2840). Tonight at 19.00 in the Châtelet Auditorium, the Tallis Quartet plays string quartets by Janacek, Martinu and Brahms. Théâtre de la Ville 20.30 Japanese dance programme choreographed by Ushio Amagatsu, runs till Fri (4274 2277).

MILAN Teatro alla Scala 20.00 John Cranko's ballet *The Taming of the Shrew*, also tomorrow, Sat and Sun (7200 3744).

MUNICH Staatsoper 19.00 Donato Renzetti conducts Ponnelle production of L'italiana in Algeri, with cast led by Lucia Valentini Terrani and Simone Alaimo. Tomorrow and Sun: Otello with Rosalind Plowright as Desdemona. Fri and Sat: Cindersella choreographed by Riccardo Duse (221316).

Philharmonie 20.00 Michael Luig conducts Munich Philharmonic Orchestra in Mahler's Fifth

Symphony, with Elena Paschikova soloist in Piano Concerto No 17, repeated tomorrow and Fri. Also at 20.00 in Carl-Orff-Saal: Heinz Holliger conducts Ensemble Modern (48098 614).

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ROME

Teatro dell'Opera 20.30 Marcello Panni conducts Piccini's *Iphigenie en Tauride* with Katia Ricciarelli in title role. Runs till June 1, with next performance on Sun (463641).

STOCKHOLM

Royal Opera 19.30 Siegfried Kohler conducts Tazsena Firth's new Swedish-language production of Die Entführung aus dem Serail, also Fri. Tomorrow: Carmen. Sat: Frederick Ashton's production of Cinderella (248240).

Konserterhuset 19.30 Eri Klas conducts Stockholm Philharmonic Orchestra and Chorus in a concert of opera choruses. Repeated tomorrow (244130).

VIENNA

Staatsoper 19.00 Ivan Fischer conducts Die Entführung aus dem Serail, also Fri. Tomorrow and Sat: La Clemenza di Tito. Sun: Die Zauberflöte (51444 2660).

Konserterhuset 19.30 Eri Klas conducts Vienna Symphony Orchestra in music by Schubert and Webern. Tomorrow: Frans Bruggen conducts Orchestra of the 18th Century (7124 6860).

Messepalast 20.00 Kent Nagano conducts Peter Sellars' production of The Death of Klinghoffer by John Adams (586 1676).

Musikverein 19.30 Klaus Weise conducts Tonkünstler Orchestra in music by Rossini, Chopin and Bruckner. In the Brahms-Saal, Helen Donath gives a song recital. (658190).

European Cable and Satellite Business TV

(all times CET)

MONDAY TO FRIDAY Eurosport 0800-0930 International Business report CNN 0800-0930 Moneyline 0800-0930 Moneyline 1200-1300 CNN Market Watch 1300-1400 Business Day 2000-2030 World Business Today - a joint FT/CNN production with a review of the day's major business stories 2300-2330 World Business Today 0100-0130 Moneyline Superchannel 0700-0830 Financial Times Business briefing broadcast three times between 0700 and 0800 2200 - 2250 (Wed) Financial Times Business Weekly the latest round-up of business news with James Beffell and Debbie Middleton. 0830 & 2030 (Thurs) Financial Times Business Weekly Sky News 1200 International Business report 2130 (Thurs) Financial Times Business Weekly

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FINANCIAL TIMES

NUMBER ONE SOUTHWARK BRIDGE, LONDON SE1 9HL
Telephone: 071-873 3000 Telex: 922186 Fax: 071-407 5700

Wednesday May 15 1991

Efta's place in Europe

THE European Community's efforts to form a common economic area with the seven countries of the European Free Trade Association have not enjoyed the glamour of its overtures to the emerging democracies of eastern Europe. Yet a robust arrangement is quite as important for Europe's future.

The EC's original aim in proposing a European Economic Space - later renamed "area", to avoid the notion of emptiness - was to ally Efta's

tears of being left behind by the advent of the single market, while staying off awkward demands for EC membership. On paper the European Economic Area appeared a neat, apolitical solution, which promised economic benefits for both sides. As the talks progressed, however, it became clear that even an exclusively economic arrangement would require Efta members to make painful sacrifices of national sovereignty in such basic areas as competition policy and the setting of industrial standards. Thereupon many Efta countries realised that there was no long-term alternative to membership of the EC. Otherwise, they would find themselves obliged to accept the rules of the emerging Europe of the 1990s, but be unable to contribute more than marginally to their formation.

Full agenda

Accordingly, the arrangement, whose realisation has now come closer with a breakthrough on most of the outstanding issues in the talks in Brussels this week, is essentially transitional. The EC at least will judge it successful by how long it postpones the day when most of Efta is subsumed within the Community. The EC wishes not to contemplate that day right now. Its internal agenda is too full, not only with the completion of the single market, but also with inter-governmental conferences on economic, monetary and political union.

As outsiders, the Efta countries have a weak hand. They could never expect to dictate terms. The reason is that that is often untested public territory that most are looking for EC membership in the long term should, however, help them to

swallow the loss of autonomy inherent in adherence to the European Economic Area. The proposals agreed this week, whereby disputes could be settled by a special joint chamber of the European Court looks like a useful compromise. So does Switzerland's decision to accept the demand for exemptions from the new grouping's rules.

European heritage

Yet the EC should not ride over roughed its Efta partners. More is at stake than expansion of the single market to a total of 380m consumers. These developed industrial democracies represent an important part of the broader European political, economic and cultural heritage. A Europe that marginalised them would be a nonsense.

The EC must plan its future with the eventual membership of these states in mind. Institutionally, it must take account of the need for a decision-making process and forms of bureaucratic accountability that can be adapted to a larger membership. The debate on political union, with all it implies for European security policy, must also be in the air. It is not enough to say that it will be necessary to accommodate several neutral members, such as Austria, Sweden and Finland.

With its traditions of federal and local democracy, Switzerland may never be ready to accept the obligations of membership. For the other Efta countries, even Finland, it appears ineluctable. But the process of adjustment will take time. It will be smoother if the European Economic Area offers a comfortable ante-room to membership as it is possible to make. Once created, such an ante-room would have long-term benefits. New participants - most obviously, Czechoslovakia, Hungary and Poland - could enter, while others depart, to become full members of the EC.

Partly for this reason, but above all because of the need to include existing Efta countries as completely as possible in the new European arrangement, it is worth going the extra kilometre to make the final conference on the arrangement next month a resounding success.

Brazil's new economic team

IT MUST seem peculiarly perverse for Brazilians to be celebrating the demise of their first female finance minister, when their country is in such dire straits.

Ms Zelia Cardoso resigned last week, along with nearly every senior figure in the administration, bequeathing an economy both in deep recession and on the edge of hyperinflation. Her successor, Mr Marcello Moreira, is the fifth finance minister in six years. (During this period Brazil has also switched central bank governors seven times.) At this stage there can only be hope - but no certainty - that Mr Moreira will succeed where his predecessors have failed.

The celebration has little to do with the expectation of any miracles in the world's eighth largest economy. It is far more a primitive display of satisfaction over the long-awaited exit of an unpopular minister. In this, she has borne the brunt of people's frustrations and disaffection with President Fernando Collor's 14-month old government.

The general thrust of her re-adjustment policies was correct. She recognised the need to deregulate and liberalise Brazil's highly protected economy. She began to cut the public sector deficit, remove exchange rate distortions and realign prices. But as a young academic without experience of government or politics, she was obsessed with her own rectitude. And, paradoxically, Ms Cardoso was far too interventionist in pursuing the eventual goal of deregulation.

Arrogant approach

It was a mistake, for instance, to freeze the banking systems' assets in March last year when initiating the first phase of the stabilisation programme. This mistake was compounded by her arrogant like-it-or-leave-it approach which antagonised those whose support she most needed - the São Paulo businessmen, Congress and the international financial community.

Having stood by her for so long (by the standards of Brazilian politics), President Collor cannot easily distance himself from Ms Cardoso now. Nevertheless, the choice of Mr

Moreira, a respected diplomat and experienced banker, is a welcome antidote. With luck, it also marks the advent of a more mature hand in government.

Minimal change

The direction and content of economic policy will not change fundamentally, only its style and management. Confrontation is to be replaced by consensus. Negotiations at the level, Brazil is now expected to accelerate restructuring of its \$122bn foreign debt. With the Collor government into its second year, it has become counter-productive to hold back on token payments to the banks by arguing that the economy must be restored to growth before debt service resumes. This strategy has delayed a satisfactory rescheduling agreement.

Mr Moreira is also aware of the importance of establishing a working relationship with a Congress jealous of its prerogatives and the São Paulo businessmen, which has been under siege from the re-adjustment measures. The narrow self-interest of the latter group played a significant part in Ms Cardoso's downfall: the private sector saw her as a threat to the cosy cartels which have long existed in the Brazilian economy.

The new minister will find it hard to persuade businessmen that liberalisation is an irreversible process. They will demand their former privileges in return for a pact with the government and unions to hold down prices and wages and reactivate the economy. Such a pact is vital and President Collor can help here by making a more determined effort to establish a national consensus on his government's policies. The Collor government's failure with economic stabilisation to date, which leaves Brazil languishing as the sick giant of Latin America, has two lessons. First, correct policies have been undermined by poor management as in neighbouring Argentina. Second, in a complex society with many different interest groups, a degree of consensus is essential to provide a stable framework for implementing adjustment policies.

The independent German Bundesbank is an object of envy for Mr Bruno Meier, one of the former deputy presidents of the Staatsbank, the now-defunct east German central bank, taken under the Bundesbank's wing during the run-up to reunification last year.

Mr Meier recalls the remark two months ago by Mr Karl Otto Pöhl, the Bundesbank president, that the aftermath of German monetary union had been a "disaster". The comments, underlining Mr Pöhl's strong misgivings about the economic conditions under which the D-Mark was introduced across the Elbe on July 1 last year, sparked an angry reaction from Chancellor Helmut Kohl and Mr Theo Waigel, the Bonn finance minister. Mr Pöhl sent a conspicuously half-conciliatory letter to the chancellor, saying he "regretted" the incident.

"If Mr Horst Kaminsky (the former Staatsbank president) had said something like this, he would have been immediately sacked and persecuted as a western agent," says Mr Meier. "Pöhl's position allows him to irritate the chancellor. In a democracy, this is possible."

At about the same time as the now-retired communist banker was spelling out his admiration in a Berlin suburb on Monday, the independent and outspoken Mr Pöhl was - not for the first time - hogging the attentions of the foreign exchanges.

Financial market rumours that Mr Pöhl was considering resignation helped depress the D-Mark against the dollar and triggered fresh speculation about further weakening of the Bundesbank's political clout, already undermined by months of well-publicised differences with the Bonn government.

The only official comment from the Bundesbank yesterday was that Mr Pöhl, in Basel for the monthly meeting of the Bank for International Settlements, again "regretted" the resignation reports. A spate of rumours in recent weeks about Mr Pöhl's supposed intentions to depart have produced a mainly wary response from the Bundesbank's staff. But the latest reports, fuelled by speculation about the content of confidential discussions between Mr Pöhl and Mr Waigel in Bonn last Tuesday, have been the strongest yet.

Mr Pöhl is to make a statement after the regular meeting tomorrow of the Bundesbank's 18-member policy-making council. His ability to disagree publicly with the politicians gives him undoubted power. Allied to mastery of the technicalities of monetary policy, his quick wit, and a rare ability to communicate attract envy from other European central bankers - and has turned him into something of an international media star.

Mr Pöhl says that his 11½ years at the helm of the Bundesbank has taught him that independence can bring unpopular decisions. The Bundesbank navigates the swirling political and economic aftermath of German unification, Mr Pöhl has found that his power to influence (as well as irritate) the politicians can diminish the more often he uses it. In recent public statements, he has shown no desire to attract envy from other European central bankers - and has turned him into something of an international media star.

Mr Pöhl has decided to step down immediately, he has said, after his second eight-year mandate as Bundesbank chief expires at the end of 1995.

Sporadic discord with the government during the past 15 months, both over introducing the D-Mark to East Germany and over the path to European Monetary Union (Emu), has frayed nerves between the central bank in Frankfurt and the politicians in Bonn. Additionally, Mr Pöhl has

Political discord and internal bickering have fuelled speculation that Bundesbank chief Karl Otto Pöhl will resign, says David Marsh

Now may be the best time to jump

been unhappy over internal bickering on the Bundesbank's council.

Disagreement has focused on German monetary union (last year) and, more recently, on a plan to slim down the Bundesbank's post-unification decision-making structure. Mr Pöhl, backed by the rest of the seven-man Frankfurt directorate, wants to streamline to eight the number of Land (state) central banks whose presidents make up the other 11 members on the policy-making council.

A majority of the Land representatives, by contrast, favours raising the number by one (to 12) to make allowance for the new east German states. The Bundesrat, the upper house of parliament, has called for the number of regional central banks to be increased to 16. The "16 solution" is opposed by Mr Waigel, but the government has still not made up its mind on which scheme to back. Mr Pöhl has already told colleagues that he would quit if the plan for 16 central banks were agreed.

Mr Pöhl has simply one vote out of the 18 on the council. Several other members - including some heads of Land central banks which would not be closed down if Mr Pöhl had his way - have been voicing protests. The council has entered a time of unrest, says one board member.

In contrast to his peppy predecessor, Mr Otmär Emminger, Mr Pöhl is almost unanimously agreed to have been an effective chairman of the council since he took over as president in 1980. He praises the council's solid record, but his occasional frustration at dealing with this heterogeneous and increasingly self-opinionated body of professors, politicians and economic functionaries has fostered doubts about whether he wants to carry on until 1995.

Mr Pöhl combines the image of a lowliness with a strong streak of almost melancholy reflectiveness. In mulling over the possibility of breaking a run of two decades in top German monetary posts, he knows that, at 61, he has only limited time to start a new career. Mr Pöhl has occasionally been criticised for being too old, in fact, four months older than the chancellor. In a private sector job, the Bundesbank president could probably double or treble his present annual earnings of DM600,000 to DM700,000. (This, by the way, is about 40 times more than the early retirement package which he will receive.)

Mr Pöhl would miss above all his colleagues on the international central bankers' circuit. But in a lower-profile job outside the public sector he would be used to a great deal less political stress (and would also be less threatened by the worry of terrorist attacks from urban guerrillas). He would also benefit from a great deal more time with his young family.

The unusual pressures on the Bundesbank president started with Chancellor Kohl's decision in February 1990 to offer East Germany talks on German monetary union without having consulted Mr Pöhl first. Embarrassingly for Mr Pöhl, he heard about



the offer hours after having dismissed the idea in talks with Mr Kaminsky in East Berlin. Already then, Mr Pöhl briefly considered the idea of resigning, but turned it down in view of the historic significance of unification.

On May 15 last year, the Bundesbank discovered from the newspapers that the government was launching large extra borrowing to finance unity through an off-budget German Unity Fund (GUF) - ruling out the route of raising money for East Germany through tax increases. One senior Bundesbank council member dismissed the GUF as a potentially inflationary "facade".

In an attempt to limit open dissent with the government Mr Pöhl made efforts to prevent the council taking a

public line favouring tax increases. This was in spite of his own view that higher fiscal contributions would almost certainly eventually prove necessary - a forecast which was proved correct when Mr Kohl's government announced one of Germany's biggest ever tax increases three months ago.

At the end of May last year, Mr Pöhl sent a stiff letter to other Bundesbank council members, calling on them to close ranks over the issue of discord with Bonn over German monetary union. Mr Pöhl's own unscripted "disaster" remarks in Brussels succeeded in bringing the issue back into the headlines - an outcome which he accepts is somewhat ironic.

Over European monetary union, the

Bundesbank president has benefited from agreement with Mr Waigel about the need for care rather than speed. Mr Pöhl, however, was annoyed that Mr Kohl at an EC summit in Rome in October last year made an unnecessary concession to the French government in agreeing a possible date to establish an EC central bank in January 1994. Both Mr Pöhl and Mr Waigel regard this as premature.

But at the informal meeting last weekend of EC finance ministers and central bankers in Luxembourg, Mr Pöhl succeeded in winning general agreement for the date to be put back to 1996. He also obtained satisfaction in seeing endorsement of the Bundesbank line that the less "stability conscious" EC members would not be able to start Emu at the same time as the low-inflation "core" of Germany, the Benelux, Denmark and France.

If Mr Pöhl does decide to quit before time, the most likely candidate to take over would be Mr Hans Tietmeyer, the Bundesbank board member in charge of international monetary affairs, well known (and, by some, disliked) for his inflexibility and toughness. Mr Pöhl is a much more diplomatic performer. He sees things from many sides. He has an opinion, says one colleague from the Bundesbank council. He adds that Mr Pöhl's "warm tones" can make him much more difficult to disagree with.

Mr Tietmeyer, like Mr Pöhl before he came to the Bundesbank in 1977, was previously state secretary in the finance ministry. Mr Tietmeyer joined the Bundesbank at the beginning of 1980, and within three months was thrown into the political fray of helping negotiate German monetary union as Chancellor Kohl's personal adviser. As a member of Mr Kohl's Christian Democratic Union, Mr Tietmeyer is a great deal closer to the chancellor than Mr Pöhl, who has maintained (now largely nominal) membership of the Social Democratic party he joined in 1948.

There was some tension between the pair when Mr Tietmeyer joined the central bank, partly because Mr Pöhl saw Mr Tietmeyer as a potential rival. Their monetary views, however, tend to converge. Mr Pöhl has also improved his relationship with the other leading figure on the council, Mr Helmut Schlesinger, the vice president, due to retire in September next year.

Mr Pöhl would have no objections to handing over the reins to Mr Tietmeyer, provided he believed that the Bundesbank's monetary strategy was headed in the right direction. Although Mr Pöhl has headed off for the moment the latest US demands for cuts in German interest rates, uncertainties persist on both the external and domestic fronts. The Bundesbank has mounted a campaign - without great effect - against wage rises of about 7 per cent in the current German pay round. With inflation perhaps heading towards the 4 per cent level by the end of the year (against only 3.5 per cent now), the central bank may before long be forced into a new increase in its discount and Lombard rates.

The weekend compromise in Luxembourg, however, averted the danger that the Bundesbank would have to sacrifice its monetary sovereignty to a new EC central bank before 1996 - by which time Mr Pöhl's term would have expired. In pondering his future, Mr Pöhl may have reflected that the previous long-serving Bundesbank president, Mr Karl Blessing, served for 12 years (between 1958 and 1968). By the end of this year, Mr Pöhl will have notched up the same length of service - and will have consolidated the Bundesbank's reputation under far more trying conditions than those in the 1950s and 1960s. In choosing the conditions for handing over the monetary baton, Mr Pöhl may have come to the conclusion that the timing will never be better than now.

Knock for knock

■ Octav Botnar, the 77-year-old autocrat who has ruled Nissan UK for 20 years, prefers the spotlight to be on his cars rather than on him.

But although he has been keeping a characteristically low profile during his extraordinary fight with Nissan Motor of Japan, he appears determined to have all the dirty linen washed in public.

Botnar is absent from this week's high court action, leaving Michael Hunt, his right-hand man and largest private shareholder, to watch the proceedings. The case is the culmination of lengthy and deepening conflict between the two parties arising from Tokyo's decision to terminate from the end of 1991 Nissan UK's sole importing and distributing concession.

While Nissan Motor is trying to minimise any embarrassment, public wrangles from Tokyo, who wants to stop the Japanese selling their cars to any other distributor, has other ideas. Undaunted by the potential sensitivities of the legal system, he is fighting his corner outside, as well as inside, court.

Even as his barrister was struggling to get everything out into open court - he lost in his initial try for a public hearing on whether the dispute should be settled in Japan or Britain - Botnar's staff began circulating a history of the UK business and its trading record.

The document talks of two decades of devoted service to Nissan and complains that the British company finds itself "at the receiving end of an ungainly attempt" to end its dealership. Nissan Motor's conduct, it adds, is totally without justification. On the opening day of the proceedings, which could well soon emerge into open court, Sir Nicholas Browne

OBSERVER

Wilkinson, senior judge of the high court, clearly is not pleased with Nissan UK's barrister: "Don't hot it up". Fat chance.

Identity crisis

■ Ever since the Turkish authorities were advised in the early 1980s that their country might improve its image abroad by referring to itself in English as "Turkland" - rather than labouring under the image of a big stupid fowl - the question of a name-change has not gone away.

Now, the country's travel agents have decided to entice visitors to sunny Turkey while Ziaur Rahman, the state leader, is also using the adaptation to advertise its services internationally.

The new version sounds fairly natural to most Turks, given that it is only a slightly adjusted form of Turkey, the name they have themselves used since the 1920s when the newly-formed republic replaced the Ottoman Empire.

Those in favour of the change appear to include President Turgut Ozal, but not all his fellow countrymen agree. Some think the very idea of degrading and others are angry that their nation should show itself so sensitive to American red-neck slang.

An unruffled official in Ankara says some of the alternative names proposed would have been worse and that any suggestion is unlikely to last long. Turkey, he adds, reassuringly, is not about to get the bird.

"Gumshe"

■ Time was when the idea of using an American "gumshe" to dig up the dirt on corporate predators or prey might not have amused the archetypal British merchant banker. But



"Did you notice how calm and unblinking he was as he sacked us?"

The City is alas no longer its old gentlemanly self, and professional investigative skills have become a critical ingredient in the machinations surrounding mergers and acquisitions.

Hence the arrival in London of Terry Franklin - former newspaper reporter, wife, mother and newly-appointed European general manager of The Investigative Group whose US chief is Terry Lenzner, the lawyer who tracked down the Nixon administration's slush funds.

Franklin's company has been in London for four years, building up a clientele of merchant banks, institutions and businesses by offering "lawful, ethical and discreet" investigative services. Everything from corporate and financial fraud cases to employee embezzlement and sexual harassment is considered.

Franklin, at 37, has been given the job of building up business around Europe. She admits Britain's corporate community has been sceptical about the activities of organi-

sations like hers, but says times are changing fast. Although the job has risky moments, she adds, she rarely relies on femininity. "The only time it helped, I was heavily pregnant and knocking doors on a snowy night in England. It worked quite well".

Green back

■ After a spell on the sidelines following his forced departure last year as chairman of the London Metal Exchange, Christopher Green has re-emerged as a director of Barclays Metals, ring dealing subsidiary of Barclays Bank.

Now 56, Green has been in the metals business for 33 years, serving as vice-chairman on the old Metal Market and Exchange Company replaced by the LME after the 1987 crisis.

But his time-consuming role at the LME, described by him as something akin to "unpaid masochism", became something of a headache when Cerro Metals, where he was chief executive, was taken over in 1989.

His new American bosses were unhappy with a quaint, old tradition which left the LME chairman doing an unpaid job which took up to half his time. They were content to let him carry on but suggested that, for the first time in 110 years, it should carry a salary with it. Cerro would cough up half but the LME would have to do the rest.

Neither the exchange nor Green was much amused and there was a parting of the ways. Unfortunately the loss of his job made him no longer eligible to serve as a ring director, so he ended up losing not one job but two.

Written off

■ Asked to explain the phrase "The child is father to the man", a schoolboy answered: "It was written by Shakespeare. He often made this kind of mistake."

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Lord Hesketh's mother loves the Royal Mail. In part it is because she enjoys sending letters which usually get delivered. But above all it is because the Queen's head is on the stamp. It is not a view shared by her son, who as the minister for industry responsible for the Post Office, is looking at various proposals to inject more competition into the service.

If his mother's somewhat nostalgic view of the service appears out of date it should be remembered that it was more or less shared by the last prime minister. The Queen's headed stamps were enough for Mrs Thatcher to rule out privatising the service.

Only Labour MP Tony Benn had realised the significance of this national love affair with the Queen's image, he might have thought twice before embarking, as postmaster-general, on his ill-fated campaign in the 1980s to remove the sovereign's head from the stamp.

However, the presence of the Queen's head no longer involves the same reverence in Mr John Major's "classless society". The prime minister has made it clear that the Post Office is a prime candidate for privatisation, and hopes to include a proposal either to sell it off, or at least to open it to competition, in the government's general election manifesto.

The question of how to do it has provoked a fierce battle within the Conservative party. Some on the right of the party want to break up the Post Office and sell off its constituent parts. The Department of Trade and Industry, however, favours more competition but is sceptical of outright privatisation.

Officially, the DTI is adopting the Major adage of "nothing ruled in, nothing ruled out". But officials are already disavowing two possible options: do nothing or privatise the Post Office as one business.

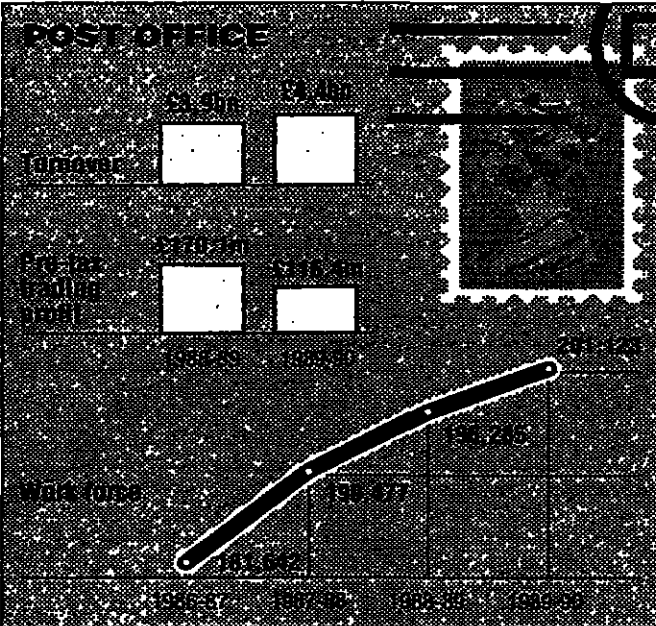
At the moment, the Post Office is organised in three divisions — parcels, counters and letters — and wages account for more than 80 per cent of total costs.

Those in favour of outright privatisation are led by the Centre for Policy Studies (CPS). It has drawn up a report with the aim of breaking up the Royal Mail into four regional businesses, which would then be privatised. A new Office of Posts (Ofpost) would be created, with a similar role to that of the Office of Telecommunications. It would have the power to grant licences to new entrants to the market.

The DTI is anxious that any privatisation plan should not

Fresh package for the post

Roland Rudd on the proposals for — and costs of — reforming Britain's postal service



allow private courier firms to "cream off" the most lucrative geographical areas such as big cities. Mr Michael Corby, author of the CPS report — to be published soon — says the regulator could prevent this happening by forcing the new mail companies to provide a letter service in relatively large areas.

This proposal may be too far-reaching for the DTI under Mr Peter Lilley, although he remains the most senior member of the No Turning Back Group of Thatcherite MPs. The secretary has long been an advocate of reforming the Post Office.

The Adam Smith Institute, the free-market think-tank, is proposing a different solution. It believes that at least one private-sector company should be licensed to compete with new privatised Post Office businesses. However, the DTI is sceptical of the claims of some private couriers, such as TNT, the Australian-based delivery company, to be able to provide a rival service.

Before the DTI makes a decision it wants a more detailed run-down of Post Office finances. Although the Royal

Mail's management, responsible for the letters service, is conducting its own financial review, the DTI has decided to scrutinise the figures itself. It wants to know the cost of every Post Office function, from sending a letter, to the inward and outward sorting, to its final delivery.

The department also hopes to find out the extent of any cross-subsidy between different geographical and business divisions within the Post Office so any financial propping up of one area by another can be ended. The DTI plans to finish its studies into the Post Office's finances by the summer.

The department is not satisfied with the assertion of Mr Bill Cockburn, Royal Mail managing director, that he knows the detailed costs involved in sending a letter, and says most of the figures have been sent to the government's watchdog, the Post Office National Users' Council.

The DTI doubts whether the figures are as detailed or, officially, as they could be. Officially, the department is awaiting the Royal Mail report before making any comment. It

would also like to know why overall Post Office profits fell last year from £170.1m to £116.4m on turnover up from £3.9bn to £4.4bn.

Mr Cockburn says he initiated the DTI audit. In anticipation of a European Commission report into liberalising postal services, Mr Cockburn has asked his managers for a detailed list of the costs of sending a letter. This will enable him to compile a pricing structure for Royal Mail services. Private couriers might then seek to carry mail, and in rural areas, to pay the Post Office for delivering the letter on its final stage.

Although Mr Cockburn's initiative to introduce more competition has been welcomed within the industry, DTI ministers are being urged to remain wary of the Post Office's figures. The Mail Users' Association, a pressure group that claims to represent businesses with postage bills totalling £40m a year, says the government should force the Post Office to break down the costs of first-class and second-class stamps. Mr Leon Morelli, the association's chief executive, says: "It is a monolithic organisation which appears to be wasting money."

He cites the case of the Post Office's fleet of vans, which he says run on average for only six hours a day and clock up 12,000 miles a year. He also believes the organisation's buildings are only used for an average of seven hours a day.

The DTI will study similar claims of inefficiency. The option currently favoured by the department is for collection and sorting of mail to be contracted out to private bidders, which could either include in-house Post Office management buy-outs or private couriers. Once the post has been sorted it would be collected by the Post Office or its regional contractor. The parcels division could be sold off as a single entity.

Under this plan the Post Office's existing national structure would be retained but its 64 districts would be converted into nine business divisions. Nevertheless it may be too early for Lord Hesketh's mother to jump for joy at the news that the Queen's head is to remain on British stamps.

The Royal Mail has yet to complete its financial review, and the DTI may not even have the last word. The Treasury and finally the prime minister will want their say. As one senior government official warned: "The debate on the Post Office's finances has only just begun. Those in favour of straightforward privatisation could yet win the day."

Edward Mortimer

White man eyes his burden

Conditions are ripe for a new imperialism, except that there is a shortage of imperialists



FOREIGN AFFAIRS

The whole question of sovereignty needs to be addressed for Sudan as in Iraq. If a regime has proved absolutely intrinsically incapable of feeding its own people, the option of the international community should not be abdication and indifference, but intervention. The precedent set in Iraq should be applied to Africa, where the situation is more grave.

If those remarks seem familiar, it is because you read them on the opposite page a week ago. They were made by Mr Kofi Annan, deputy general secretary of the Sudan Council of Churches, and quoted in the article on famine in Africa by Julian O'Connell and Michael Holman. But they seem to me well worth reprinting, and thinking about.

In practice, as O'Connell and Holman pointed out, "the world community shows no sign of treating the action to save the Kurds as a precedent" in Africa. Nor is there any compelling reason why it should.

Iraq is a special case. Its government has clearly demonstrated, by waging aggressive war, that it is a menace not only to its own citizens but to neighbouring countries and to world order. The "world community" felt obliged to take up arms against it, and having done so would have had a strong legal case for removing it from office by force of arms.

There were strong political arguments against that, but these should at least not have inhibited the victorious allies from rendering moral and material support to those Iraqis who, in the immediate aftermath of a disastrous and unjustifiable war, tried bravely to overthrow the government which had supplanted them. It is the lack of effective opposition that is the novel element in today's world. The Soviet Union, which was until a few years ago the only power both able and willing to confront the US on a whole range of issues, and in almost any part of the world, is now going through a profound crisis and has drastically revised its view of its own vital interests. Until

further notice it is unlikely to offer serious opposition to any US action other than direct interference in its own internal affairs. No other state, after watching the fate of Iraq, is likely to contemplate challenging US power beyond its own borders. Probably not many today would even be confident that they could emulate Vietnam by surviving and eventually defeating an American intervention on their own territory.

The limits to American power are mainly internal. Mr Saddam himself sensed this, as he showed when he told the US ambassador, a few days before invading Kuwait, that "yours is not a country which can lose 10,000 men in a single battle". We still do not know whether that figure is right, because it turned out that Mr Saddam had wildly overestimated his own capacity to inflict casual-

ties on US forces. But he certainly was right in thinking that the American appetite for overseas military adventure is limited, and that any US president will become cautious when there is a risk of high American casualties.

There is thus a psychological limit on the exercise of American power. There is also an economic limit, or at least a financial one, though it can be argued that in the last resort that limit is psychological too. The US economy is big enough to support a military effort on almost any scale. But the capacity of the US political system (or, which I suspect is really another way of saying the same thing, the will of the American people) to face up to difficult choices is very limited. Few foreign policy goals are likely to seem so important to people in Washington that they will be pre-

pared, in order to achieve them, to cut social security entitlements, or even to increase the price of gasoline. That means that military action is much easier for US presidents to contemplate when, as in the Gulf war, there is a reasonable prospect of getting other countries to pay for it, and when there are allies willing to share the political and military risks. This fact serves to enlarge the "world community" somewhat. Other industrial democracies, besides the US, are members of it, even if not on an equal footing.

So let us be clear what this "world community" is. It is not quite literally a white man's club, because Japan is a member, and will have an increasingly important part to play. But it is a club of rich, powerful, successful countries. The citizens of those countries have a conscience, just as their forebears did 100 years ago. Their compassion and moral indignation can be aroused by the news media, as their forebears were aroused to similar emotions by the reports of returning missionaries. Like those forebears, they will make contributions to charity, and will feel from time to time that "something should be done". But for that "something" to be anything as expensive and dangerous as military intervention it will surely be necessary for other emotions, such as fear and greed, to be aroused too.

If I say that Mr Manbue is advocating a return to imperialism, he will probably feel deeply hurt and insulted. But imperialism had its noble side. It saved lives as well as taking them, and there were plenty of people on the receiving end — Mr Manbue's forebears, perhaps — who were unashamedly grateful for its benefits. The overall balance of profit and loss remains controversial, for the coloniser as well as the colonised. Many white men shouldered the "white man's burden" in a spirit of genuine idealism. Whole societies, however, would not have done so without the expectation of profit, and above all, without the fear that if they did not they would lose out to rival powers. Today those conditions seem unlikely to be fulfilled. And, for better or worse, today's "white men" hardly look fit enough to take up any excessive or unnecessary burdens.

Many white men shouldered the 'white man's burden' in a spirit of genuine idealism. Whole societies, however, would not have done so without the expectation of profit and without the fear that if they did not they would lose out to rivals

LETTERS

Gibraltar eager to open up airport

From Mr J J Bossano.
Sir, I refer to your interview with Mr Felipe Gonzalez, Spain's prime minister ("A better balance of rich and poor", May 9), where he is quoted as saying: "Without much effort of imagination we could begin joint use of the airport at Gibraltar... I do not see any reason why an agreement that has been signed between Great Britain and Spain has not been implemented... We can agree to use Heathrow or Barajas jointly but not the airport at Gibraltar."

Let me assure Mr Gonzalez that there is absolutely no impediment on the part of my government to using jointly the Gibraltar airport immedi-

ately on the same terms as would apply in Heathrow or Barajas. I cannot possibly believe that Mr Gonzalez would choose deliberately to mislead British and international public opinion with his reply. I must therefore assume that he has not been made aware of what our objections to the 1987 airport deal are.

Under the terms of the 1983 EC directive, the Gibraltar airport is a British regional airport and is so recognised under Community law. Spain's position after its accession to the Community in 1986 has been to veto the application of new EC air liberalisation measures to Gibraltar

unless it ceased to be classified as a British airport. What Spain is seeking under the 1987 agreement is the right to determine who else from third countries can fly to Gibraltar as if it were a Spanish and not a British airport.

I can hardly imagine that Mr Gonzalez believes that this is what happens at Heathrow or Barajas. Gibraltar would welcome the use of its airport by other Community airlines, including Spanish carriers, exactly on the same terms as other British regional airports.

J J Bossano, chief minister, Government of Gibraltar, 6 Convent Place, Gibraltar

A scenario for Emu decision

From Mr Stanley Crossick.
Sir, The British opponents of the Economic and Monetary Union understanding reached in Luxembourg over the weekend are sympathetic.

If the UK concedes the principle of union in the forthcoming treaty, Emu will go ahead within the European Community, with or without the UK. If the UK refuses to accept the principle, the other member states will go ahead with the treaty outside the Community structure.

The understanding is the only sensible one. All 12 member states will sign the Emu treaty, but the UK (and other member states) can decide later whether or not to join.

This way, the UK will have an important say in the timetable and preconditions for economic and monetary union.

It is also clear that the City of London, when the time comes, will vote with its feet. The British opponents are therefore beginning to appreciate that their position is not sustainable. John Major is proving that which has been long understood in Brussels: Yes, but "a much more effective negotiating tactic than 'No'".

Stanley Crossick, Belmont, 43 Boulevard Charlemagne, Brussels

Value judgment

From Mr Raymond Painter.
Sir, Vanessa Houlder's article, "Valuation values come in for scrutiny" (May 10), was timely. Any professional valuing property in a falling market should be circumspect in the advice given to a client. It could well be that today's value will not be the same as yesterday's and the future impossible to judge. Property owners and valuers would be advised to bear this in mind.

Raymond Painter, president, Incorporated Society of Valuers and Auctioneers, 3 Cadogan Gate, SW1

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Takeover Panel defended over 'procedural audit'

From Mr David Calcutt.
Sir, I read, with some dismay, the Business Law article by Professor Jeffrey Jewell ("Self-regulation under threat", May 9).

Rather than comment on each of the points made in the article, I would wish to concentrate, for present purposes, on Prof Jewell's remarks in relation to what he terms a "procedural audit" of the Takeover Panel.

First, Prof Jewell attacks the composition of the panel and suggests that it is apparently biased towards those with a direct "financial interest" in encouraging takeovers.

There is no such bias. While it is true that the panel draws its members from leading financial and business institutions, the governor of the Bank of England appoints the chairman and deputy chairman, all of whom are independent, and two lay members, both of whom are industrialists.

It is difficult to see how they, or indeed some of the other organisations represented on the panel, could be said to have any "financial interest" in creating more takeover activity. Second, Prof Jewell refers to the panel's consultative procedures when rules are to be amended, and suggests that they are "arbitrary". Again, this is not so. Proposed amendments of the code are submitted to all members of the panel for their consideration, comment, and ultimate approval or rejection. When necessary, there is full discussion of any

proposed amendment at a meeting of the panel.

Third, Prof Jewell contends that "inter-partes" hearings in a contested matter are the exception rather than the rule. This seems to confuse the practice of the panel executive with that of the panel itself.

It is true that the executive (which regulates a bid on a day-to-day basis) does not normally find it helpful in carrying out its task to hear arguments from both sides at the same time. But should a party feel aggrieved by the want of direct confrontation, there is always a right of appeal to the panel, and the panel hears both parties face-to-face.

Finally, Prof Jewell suggests that legal representation at a hearing before the panel should be granted "as of right". In disciplinary proceedings the

panel does not discourage legal representation, if a party should wish it. In appeals on questions of interpretation, during the course of a bid, the panel is sensitive to the risk of those proceedings becoming legalistic and prolix. It is the purpose, not the letter, of the code which rules, and speed of decision is crucial.

In my experience parties at hearings have apparently been content for their financial adviser (who will have been closely involved throughout the bid) to present their case, and I have not heard it suggested, at a hearing, that a party has been at a disadvantage because of a want of legal representation.

David Calcutt, chairman, Takeover Panel, Lamb Building, Temple, EC1

Pension equalisation impossible

From Mr Brian MacMahon.

Sir, Chairmen of the National Association of Pension Funds are not often accused of rhetoric (Letters, April 30), still less of not understanding the legal basis for pensions and allying themselves with poll-tax protesters. Permit me to make just two points. Mr Bryan Davies says many schemes have equalised already, and cites our annual survey. One employer which equalised many years ago has asked the bill it would have to meet if full retrospective is imposed. It amounts to £800m. I am accused of rhetoric

when I say full retrospective in the Barber case is impractical. If Mr Davies reflects on the difficulties of tracing company pay and employment records over the last 40 years to determine the rights of pensioners, many of whom have surrendered pension for other benefits, he will see that impractical is one word: impossible might be another. Delegates at the NAPP annual conference last month certainly thought so.

Brian MacMahon, National Association of Pension Funds, 12-18 Grosvenor Square, SW1

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Italy's treasury minister hints at reform of pension system to cut government deficit

Carli seeks to restrict state wage rises

By Haig Simonian in Rome

ITALY'S treasury minister, Mr Guido Carli, is proposing to restrict public sector wage rises to the rate of inflation in order to curb the high pay rises that have fuelled inflation and contributed to the government deficit.

In an interview, Mr Carli also hinted that reform of the country's generous pension system, which he said was another crucial way to lower the spiralling deficit, could hit stalemate in parliament and provoke early elections.

The proposal on wages, which will be presented in negotiations on new contracts for public-sector workers next month, is likely to cause friction within the government and meet stiff resistance from unions used to above-inflation pay rises.

Wage indexation would "stabilise employees' purchasing power in real terms", said Mr Carli.

The first test of his proposal will come when teachers, who have already warned of strikes, meet next month for talks on renewing their current three-year wage contract.



Guido Carli: proposals could hit stalemate in parliament and provoke an early election

On pensions, Mr Carli said he could give no assurances that the planned reform bill, to be prepared by the middle of next month, would win parliamentary approval.

Reforming Italy's pensions system, on the political agenda for over 10 years, is likely to prove controversial, not least because of the unpopularity of such a measure in the run-up

to elections due in the summer of next year.

The Socialist party, a member of the current four-party coalition, and opposition groups have come out strongly

against lower benefits.

Choosing his words cautiously, the implication in Mr Carli's remarks is that so contentious a measure will not make any headway in parliament. He implied that a stalemate would provoke early elections.

Mr Carli last week reportedly threatened to resign if the government did not put forward the proposals.

Mr Carli said the government's privatisation policy, which received a small boost as part of last Saturday's mini-budget, could eventually involve floating more than the current 49 per cent ceiling of public-sector companies on the stock exchange.

The aim would be to stimulate widespread share ownership, while avoiding the creation of groups "which exert exorbitant power", whether in the private or the public sector, he said.

One way of doing that would be to sell shares to Italy's big co-operative movement, which groups small businesses in different sectors, in the privatisation process.

ICI's unknown admirer

THE ICI COLUMN

Yesterday's mystery purchase of some £240m of Imperial Chemical Industries shares is hard to reconcile with normal takeover logic. The long history of international chemicals cartels would probably rule out a straight bid by most of ICI's competitors. Nor would such a small stake force ICI to part with, say, its pharmaceuticals business, even if a hostile deal were feasible in the public sector.

The same difficulties would apply in modified form to a Hanson-style break-up, even if the UK authorities could bring themselves to countenance the demolition of a company which is in effect the repository of UK expertise and training in industrial chemistry. It may simply be that the stake is a straightforward portfolio investment, in which case yesterday's 5 per cent jump in the share price may not be sustainable. But no one is likely to bet on that until the buyer is known.

For the sceptics, Marks and Spencer's mere 4 per cent rise in earnings last year will confirm the theory that the UK's most talented all-round retailer is losing its way.

The truth may be less lurid. M and S's solidity is such that if it is suffering, the competition must be suffering worse. The real question is rather whether M and S is a growth company any more.

Even allowing for what is happening to UK consumer spending overall, last year's figures make unsettling reading. In the UK, group volume in the second half was down 6 per cent on a like-for-like basis. Food volume seems to have been down slightly as well, which should make for an interesting comparison with today's figures from Sainsbury.

M and S's ability to control costs remains highly impressive.

Although Mr Leigh-Pemberton, who was speaking in Frankfurt last night, was referring to the industrial countries as a group, his remarks contained a clear message for the UK government and those Conservative MPs who have been putting pressure on Mr Norman Lamont, chancellor of the exchequer, to cut interest rates.

Invoking a phrase used previously by Mr Lamont, the governor said that "siren voices" suggesting that a reduction in interest rates would be a simple way of achieving faster economic growth were much in evidence at present. But the objective of monetary policy should be to achieve stable prices - and it should not attempt to deliver targets for economic growth, even in the short term, he said.

Although the seven leading industrial countries had, as a group, stagnated over the past six months, Mr Leigh-Pemberton said there were several reasons for cautious optimism and for expecting recovery in the second half of this year.

But he added a stark warning: "If we become impatient with the lack of visible progress in restoring output growth, and attempt to force the pace of expansion, the risk is that we would add to inflationary pressures just as the upswing is beginning."

Mr Leigh-Pemberton's remarks are unlikely to endear him to the many Tory MPs who want to see the current 12 per cent bank base rate to help prepare the way for another Conservative general election victory.

The speech was the second in a week designed to damp expectations of an interest rate cut, prompting some MPs to question whether the unelected governor of a non-independent central bank should be making such statements.

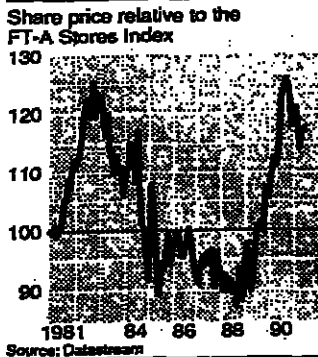
Last week, the governor warned against "wild claims" in the battle against inflation and suggested that the sharp fall in retail price inflation that is expected to be shown by figures on Friday would not reflect the persistence of underlying UK inflation.

In this, he appeared to be vindicated yesterday when official figures showed that prices of products at the factory gate rose by 1.3 per cent in April, lifting the annual rate of factory gate inflation to 8.4 per cent, its highest for more than eight years.

Producer prices, Page 10

Marks and Spencer

Share price relative to the FT-A Shares Index



Source: Datastream

recent underperformance might therefore suggest only that the market is more sanguine than the company about a resurgence in retail spending. Either way, yesterday's price of 257p puts the shares on a prospective multiple of around 15, which seems a lot to pay either for defensive strength or likely recovery.

Investors are asked to choose between two management teams desperate to distance themselves from the errors of the past. Tootal's Mr Flaxgood has put up a spirited fight but cannot escape the shadow of the Sandhurst acquisition and his company's well documented enthusiasm for a merger last time round. Costs Neville Bain at least comes in fresh, wrapping from Cadbury but his challenge has been to answer doubts about the group's ability to swallow another formidable gulf of textiles. The arguments over the cost benefits from integrating the two empires are finely balanced though Costs probably wins here on points - while the honours are doubtfully shared on the touchy issues of accounting policies and the companies' respective financial health.

The question finally turns on the balance of doubt. The trouble for Tootal is that shareholders with long memories have been here before: that its much publicised cost cutting may have come a little late in the day; and that its adversary has pitched its final terms and chosen its timing with considerable skill.

An exit multiple of 10.5 times is far from generous; but given the nature of Tootal's forecast two months into the year and the combination of paper and cash, it will probably just do the trick.

General Accident

Yesterday's first quarter loss of £76m from General Accident is a reminder that the night mare for UK composites is far from over. The most striking figure was not so much the UK underwriting result which, though disappointing, looks likely to improve as the year proceeds. What stands out is the even sharper deterioration in the US, where ominously the bottom of the cycle has not yet been reached.

Coats/Tootal

The curious thing about the UK's only serious takeover tussle is that it is a battle between two companies that are both well known to the public. Coats, the textile giant, has been in the news for its takeover of Tootal, the clothing retailer.

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EC and Efta head back on course

David Buchan examines moves to form a Europe-wide trade zone

piece of Swiss cheese - still with holes, many of them of Switzerland's making. This was the widely-accepted description of the joint communiqué which the European Community and the European Free Trade Association (Efta) put together early yesterday on their joint bid to forge a 19-nation common economic zone.

Equally, however, it disproved reports of an early death to the European Economic Area (EEA) negotiations. It is clear now that the seven Efta countries will stay the negotiating course, and that if Switzerland and Iceland - the two main Efta malcontents - do pull out, they will not do so until the month of the table for them by the end of July, the target date for an EEA deal.

The central paradox of the EEA negotiations, proposed by Brussels to let the Community's neighbours share in the single market without joining the EC club, has been to convince some Efta states that they would be better off inside the EC. This is why Austria filed for EC membership two years ago, and why Sweden has decided to do so next month.

The immediate pressure on Finland and Norway to join the Twelve is eased, to the extent that they gained satisfaction this week on the EEA's institutional machinery. Iceland's desire not to share its all-important fishing industry with outsiders is why it does not want to join the EC and why it may yet walk away from an EEA deal.

The situation of Switzerland, with tiny Liechtenstein in tow, is more complex. Bern urged the right for an individual Efta state (as distinct from Efta as a whole) to opt out of any future EEA law it did not like.

Switzerland was flatly denied this right on Monday night, but said it would still pursue other legal formulas to prevent the EEA impinging on its sovereignty. But because it may not find such formulas, "misgivings about the EEA may give some uplift to the perspective of EC membership", a Swiss diplomat said of his country yesterday.

Behind yesterday's bland communiqué that "agreement had been achieved on several important elements of the EEA agreement... and that solutions now seemed possible on the remaining open issues" lie the following realities:

• Institutions. The European Commission has agreed to canvass Efta states' opinions on new legislation and to consult them as these grind through the Brussels law-making mill. Thus, Efta countries can

shutting them out of the single market.

If and when the EEA treaty is signed and ratified, Efta states will adopt some 1,400 existing EC laws on freedom of movement in goods, capital, services and labour, amounting to 10,000-11,000 pages of legislation. With surprising compliance, the Efta states have agreed to set up a competition body with the same powers to control trade-distorting state aids and company cartels as Brussels has in the EC.

Individual Efta states will get grace periods before they have to apply EC rules on the free purchase of property or labour movement.

• Money and fish. The EC states' dislike of letting rich, industrially competitive Efta states have a "free ride" into the single market has crystallised in Spain's demands for access to Efta (mainly Icelandic) fishing grounds and for Efta cash to help southern economies.

The fish issue is deadlocked with Spain demanding 90,000 tonnes of cod a year, Brussels suggesting a compromise 30,000 tonnes, and Iceland offering nothing without access to EC waters. Spain's appetite for Icelandic fish can clearly be partly assuaged by Efta money.

Other thorny issues remain to plague EEA negotiators, including the acrimonious side argument over EC trucks travelling through Austria and Switzerland. Lots more work is thus necessary before the holes in the EEA deal are plugged, but its possible overall shape is now clear.

Internal market. This has proved one of the smoother areas, in spite of the fact that the reason why Efta states wanted closer links with Brussels was their fear of barriers

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Bush nominates Gates for top CIA post

By Peter Riddell, US Editor, in Washington

PRESIDENT George Bush said yesterday he had "no qualms" about nominating Mr Robert Gates, his deputy national security adviser, as director of the Central Intelligence Agency, in spite of controversy over Mr Gates' role in the Iran/Contra affair.

It was confirmed by the Senate, Mr Gates would succeed Mr William Webster, who is retiring.

Mr Gates was previously nominated for the post in 1987 by former president Ronald Reagan, but his name was withdrawn in the face of congressional concern over how much he knew about the secret sale of arms to Iran.

Expressing full trust in the honesty and integrity of Mr Gates, Mr Bush said that if he had been worried about opening up the Iran/Contra affair he would not have nominated him. Mr Bush said he had had consultations with the Senate Intelligence Committee, which will hold hearings on his confirmation, and "so far I'm very pleased with the way they have gone".

While Mr Bush, himself a former CIA director, would not have gone ahead without the prospect of a favourable outcome, Mr Gates faces some tough questioning over the Iran/Contra affair and his period as a protégé of, and deputy to, the late Mr William Casey, CIA director during the early-to-mid 1980s.

Senator George Mitchell, Democrat majority leader, said he expected that the affair would be an issue.

Mr Gates, aged 47, has spent his whole career either in the CIA or on the national security council staff. His initial reputation was built as a Soviet analyst, with a PhD in Russian and Soviet studies, although he first visited Moscow only three years ago with Mr Reagan. He has been sceptical about prospects for successful Soviet reform.

His nomination is unusual in that he has never worked on the operational side of the CIA. But in the past decade he has been more than a backroom analyst. Since January 1989 Mr Gates has had a highly influential role in the White House, where he has served as deputy to Mr Brent Scowcroft, an early mentor from the 1970s.

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WORLDWEATHER

City	Temp	Wind	Cloud	City	Temp	Wind	Cloud	City	Temp	Wind	Cloud	City	Temp	Wind	Cloud	City	Temp	Wind	Cloud
Algeria	18	10	10	Amman	18	10	10	Antwerp	18	10	10	Athens	18	10	10	Bahia	18	10	10
Bahia	18	10	10	Bombay	18	10	10	Buenos Aires	18	10	10	Calcutta	18	10	10	Cairo	18	10	10
Cairo	18	10	10	Cardiff	18	10	10	Chennai	18	10	10	Copenhagen	18	10	10	Dakar	18	10	10
Dakar	18	10	10	Dhaka	18	10	10	Delhi	18	10	10	Detroit	18	10	10	Frankfurt	18	10	10
Frankfurt	18	10	10	Hankow	18	10	10	Hong Kong	18	10	10	London	18	10	10	Los Angeles	18	10	10
Los Angeles	18	10	10	Lyons	18	10	10	Manila	18	10	10	Medan	18	10	10	Moscow	18	10	10
Moscow	18	10	10	Mumbai	18	10	10	Nairobi	18	10	10	Paris	18	10	10	Rangoon	18	10	10
Rangoon	18	10	10	Reykjavik	18	10	10	Rio de Janeiro	18	10	10	Sao Paulo	18	10	10	Seoul	18	10	10
Seoul	18	10	10	Singapore	18	10	10	Taipei	18	10	10	Tokyo	18	10	10	Yokohama	18	10	10

Temperatures at midday yesterday. C-Celsius. D-Dew. F-Fahrenheit. H-High. L-Low. N-Night. S-Sunny. SI-Snow. ST-Storm. T-Thunder.

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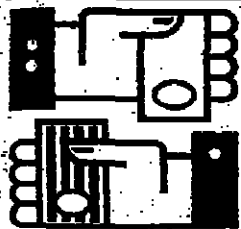
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MANAGEMENT CONSULTANCY

SECTION III

Wednesday May 15 1991



After 10 years of uninterrupted growth, the industry has hit the buffers. With the economic outlook

clouded, management consultants face a downturn. Simon Holberton looks at Europe's competitive environment and the perceived need for expansion in leaner times

Serious about Europe

FOR the first time in a decade, Europe's management consultants face the uncomfortable prospect of having to heed their own advice.

Their skills as advisers on business strategy, technology, operations and human resources are now needed for their own businesses.

The double digit real rates of growth in European consulting that were the hallmark of the golden years of the late 80s are today seen as a high water mark for the profession.

As the industry moves into the 90s, the hawks of remedies to other people's difficulties have now to confront the conflicting realities of recession and, paradoxically, the need to expand internationally. Predictions vary, but industry executives expect a period of consolidation, at the very least, while some pessimists wonder if a more profound shakeout is not looming on the horizon. Unsurprisingly for consultants, there is no broad-based consensus on the future for the profession.

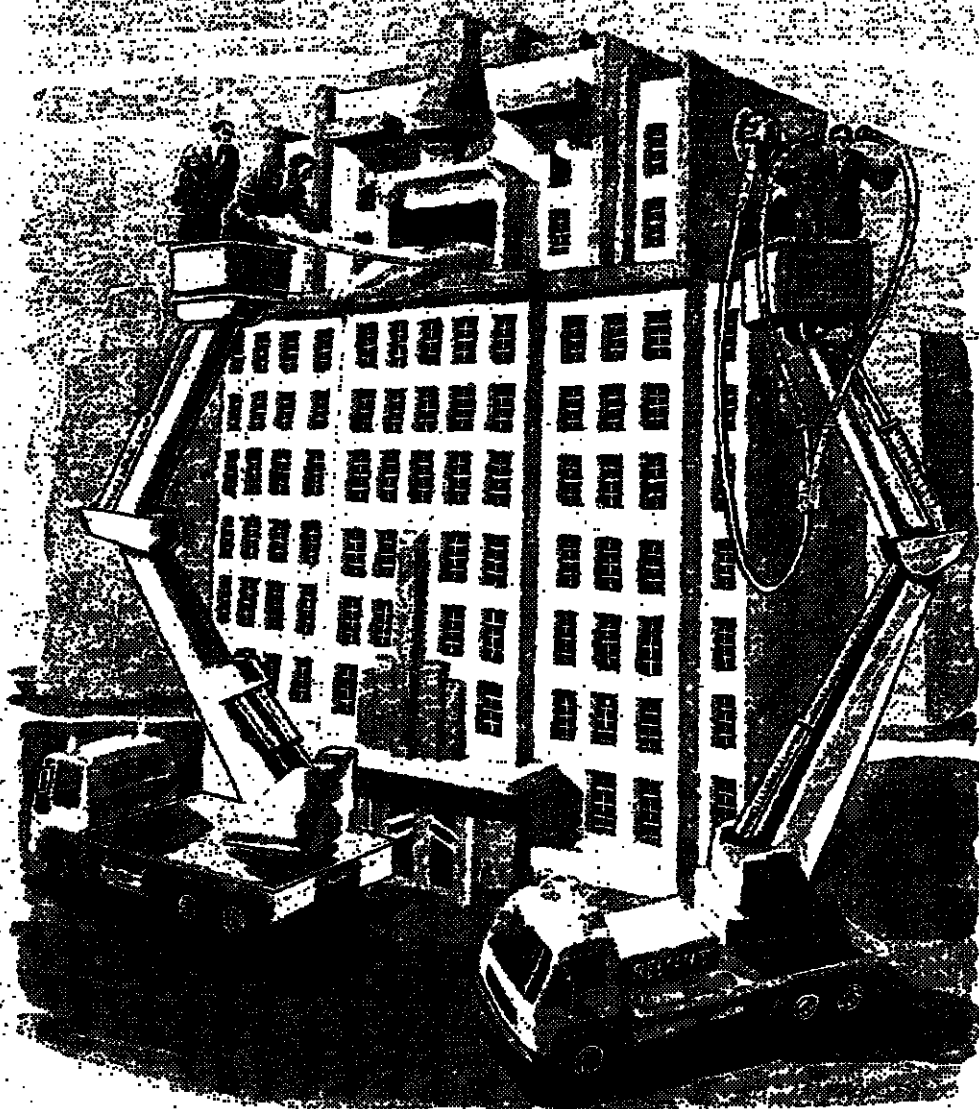
One view, propounded by executives with large firms, sees only a future for firms which can get bigger, or those which can, there is no broad-based consensus on the future for the profession.

The mid-size independents, such as P-E International, hotly contest this. It claims, equally forcefully, that it can combine the virtues of a multinational practice - through its Euro-alliances - while retaining an essentially national firm.

Yet one thing is clear. Recession - an uneven force in Europe, to be sure - has meant home markets are more fiercely contested than before, and that the virtually uninterrupted growth of job opportunities in consulting has stalled.

Along with this challenge, the larger firms also have to cope with the growing number of specialised, niche consultancies that grew up in the late 80s; firms which, because of their size and low overheads, are becoming increasingly competitive suppliers of essentially contracted-out services to companies.

A recent survey of the UK consultancy market by Customer Satisfaction Surveys disclosed a greater preparedness by companies to multi-source consulting services. The 256 companies surveyed had used the services of 826 different consultancy firms for 875 projects. By far the great majority of these firms were small independent consultancies.



The smaller firm is arguably easier to deal with. "Clients prefer the personalised service; they know what they are getting, and quality is guaranteed," says Dori Dana Haeri, owner of specialist consultancy DDH in London, who works throughout Europe.

The difficulties in home markets, in itself, is a strong enough force propelling the large international practices, especially but not exclusively those based in the UK, to look for opportunities elsewhere in Europe. But an equally impor-

tant force behind the internationalisation of consulting is the need to offer multi-national companies a seamless service across national boundaries.

"You've got to be serious about Europe," says Colin Sharman, head of KPMG Management Consulting in Europe. "Growth without moving into Europe is going to be hard. More and more of the bigger accounts are pan-European themselves and want common standards of delivery across the region."

Although figures on the

value of the "consultancy" market in Europe are notoriously difficult to compile, sensitive to definition, and, at best, simply well-informed estimates, they still suggest there is an awful lot to play for.

Earlier this year, the German Management Consultants Association (BDU) produced turnover figures for the value of consultancy (in 1989) throughout the European Community and the European Free Trade Association. The BDU estimated that greater Europe's 16,802 management

consultancies (employing a staggering 122,140 consultants) earned gross revenues of more than Ecu15.75bn (£11bn).

Andersen Consulting, possibly reflecting its more specialist information technology orientation, thinks the market is nearly twice as large. It believes the market in the EC-EFTA (and selected east European countries) will amount to \$35bn (£20bn) in 1991. The biggest segment of this market (some \$18.7bn) is accounted for by what Andersen describes as "education and training, software development and maintenance", while general management consultancy is estimated to be worth \$5.4bn.

Whatever the size of the market may be, with the advent of the EC's single market for goods and services just 19 months away, the desire to scale up to exploit the possibilities has led to a number of players making acquisitions and forging alliances.

For many, getting bigger, and crossing frontiers is what the game is all about, although the recession has caused casualties. Bain, the troubled US strategy consultant, signalled a change in its approach to consulting and development last year with the announcement of its intention to purchase an interest in Indeco, one of Sweden's leading firms, only to see the deal fall through and Indeco file for protection from its creditors under Sweden's bankruptcy laws.

Others have been more successful. P-A Consulting, Britain's largest independent general consultancy, has made acquisitions on the Continent, as well as in the US. Even relatively small boutiques, such as Coda Group, a UK strategy consultant, has forged an alliance across the Channel, with MID, France's largest independent strategy house. Bossard, a large independent French consulting firm, has expanded into Sweden and Germany, and is looking to acquire a consultancy in Britain.

Sogeti SA is fast building itself into one of Europe's, and the world's, largest groups. Building on its base in information technology, through its quoted Cap Gemini Sogeti, the largest independent IT consultancy, it last year acquired the US consultancy United Research. Earlier this year it

added to this by acquiring the MAC Group, a trans-Atlantic strategy consultancy - which itself had just merged with CMI, a predominantly European strategy consultant.

Sogeti plans to operate United Research, MAC and Gamma International, a French IT consultant it acquired a little over a year ago, separately from Cap Gemini. "Management consulting," said James Kelly, joint-managing of MAC earlier this year, "is evolving to require services that integrate strategy, the management of change, and information technology."

MAC's sale to Sogeti is also probably a pointer to the secular change some see occurring in strategy consulting in general. For the strategy consultants to survive in a business world, looking for ways to implement complex and multidisciplinary change programmes, they have little choice but to either add capacity through acquisition or join forces with a larger enterprise. Acquisitions by cash-rich and powerful firms are likely to remain a feature of consulting as 1992 draws near. For the rest, as Paul Thornton, group marketing director at PA, says, firms are more likely to try alliances in their attempt to offer clients expertise in other countries. Such alliances "may offer enduring relationships in their own right, or trial conditions for a more formal union when the economic climate improves".

"Consulting will continue to grow as long as people see the need to change," says Keith Burgess, head of Andersen's UK operation. "What would kill it would be the death of companies' confidence in their ability to change." Despite the current problems facing consultants, there seems to be no sign of that happening.

As is underlined by a survey of European chief executives produced by the Management Consultants Association of the UK for the annual meeting of the Fédération Européenne des Associations Conseils en Organisations (FEACO) in London this week, companies continue to stress the continuing importance of 1992, globalisation in general, and the need to compete at the highest level. And that means work for consultants.

IN THIS SURVEY

■ ISSUES FACING CONSULTING IN EUROPE: An interview with David Miller, who this month takes over the presidency of FEACO... Page 2

■ OCIE: A new body formed in April seems all set to stand on a few toes... Page 7

■ SOFTWARE CONSULTANTS: A buyer's market... Page 3

■ THE ACCOUNTANTS: The worst may be over for this field... Page 2

■ THE STRATEGY: A peek behind the scenes at the kind of strategies the consultants draw up for their own profession... Page 3

■ CONSULTANTS IN THE UK: An examination of the first UK survey... Page 2

■ THE RIGHT PLACE, THE RIGHT TIME: SQW - A success story... Page 3

THE STATE OF THE BUSINESS IN EUROPE:

■ Eastern Europe: New realism sets in... Page 5

■ France: Things are very tough... Page 6

■ Italy: Multinationals compete... Page 6

■ Scandinavia: A body blow to local business... Page 7

■ Germany: Mountainous problems... Page 7

■ Spain: Catching up to be done... Page 7

■ BOOKS: The management of change is one of the hottest topics in consulting today. Christopher Lorenz reviews a new book from the Harvard Business School... Page 8

■ Will Altman looks through what else is new... Page 8

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MANAGEMENT CONSULTANCY 2



A focus on the EC: David Miller takes over the presidency of FEACO this month

PROFILE: David Miller

An accountant, a physicist and a consultant

WHEN David Miller takes over the presidency of the European Federation of Management Consulting Associations this month, he will find himself in the unusual position of being more familiar with the new surroundings than his staff.

As head of the Brussels office of Coopers & Lybrand for the past two years, he has only to walk down the street from his usual office to reach the building where he is expected to spend half a day each week over the next 12 months.

The Fédération Européenne des Associations de Conseils en Organisation (FEACO) has a strong French presence. It moved to Brussels less than five months ago, away from the headquarters in Paris where it had been based since it was founded.

The new location is not accidental. It lies in with Mr Miller's top priority during the year in office: to improve relationships between the professions and the European Community. "I feel we should be taking a more proactive role," he says.

Ironically, Mr Miller assumes his role just as his firm, Coopers & Lybrand, has sent him back to London. After two years in Brussels, he was appointed head of the environmental services practice in January.

He originally joined Coopers & Lybrand in 1988 from Arthur Andersen, and returned between spells as a finance controller in the private sector, and then as a seconded to central government in the mid 70s.

He helped establish the firm's government services division a decade ago, specialising in the water industry, before rising to be managing director of the consultancy section of the partnership for three years in the mid-80s, and then spending four years in the international development arm.

FEACO was established in 1960 by the national management consultancy associations of France, Germany, the Netherlands, Sweden, Switzerland and the UK.

It now has some 26,000 affiliated consultancies in 18 countries, including members in

Bulgaria, Czechoslovakia and Hungary. All the member firms are represented by the presidents of their national associations. That includes Mr Miller, who recently finished his term with the UK's Management Consulting Association (MCA). His new position reflects the unofficial rotation of the presidency between the different countries represented.

National associations help with particular projects, like the MCA's production of this year's international directory of members. They also contribute to FEACO's budget, which is around £100,000, including expenses and the salaries of a

part-time director general and administrative support. The national associations provide the base for lobbying their own countries' ministries while FEACO does the same on the international stage. "The core focal point is the development of the consulting profession and its relationship with the Community," says Mr Miller.

A key campaign he plans this year is to change EC procedure on the use of consultants, by introducing pre-qualification bids. "We're not trying to stop competition, but at the moment any tender is com-

pletely open," he says.

He cites a recent example of an EC tender for technical advice to one of the directorates. Some 150 consultants applied. "It's not worth spending perhaps £25,000 on a proposal with odds like that."

In its place, he suggests the system used by other international organisations, with full details of the selection criteria, some indication of how many consultants have applied, and sealed bids.

Mr Miller's second priority in office will be to reflect the needs of the consultancies which are no longer based in a single country, but operate across Europe. "I want to provide training on how to run a cross-border practice, build

teams, develop pricing strategies and cope with the different languages," he says. Drawing on an initiative launched by MCA, he also plans to launch a series of private lunches with senior Community figures and members of the consulting firms to help lift the profile of the profession.

One of FEACO's principle roles is to host the annual European Professional Conference. Mr Miller plans to hold it in Prague in 1992, tied in to efforts to expand the role of the association in Eastern Europe. He sees the potential for training sessions and technology transfer to national consulting associations in eastern Europe.

Other issues likely to come under discussion during the year include the possibility of opening FEACO to direct membership of cross-border consultancy firms, in the same way as its American counterpart does, rather than simply through national associations. Critics argue that management consulting still has a poor reputation, and nothing like the status of other professions such as accounting. "I'm an accountant and a physicist as well as a consultant," Mr Miller responds.

"We haven't been around for very long," he adds more seriously. "Twenty years ago, people looked the other way. We were a very fast growing industry with a reputation for being slightly sharp. I do believe that image has now shifted, with a recognition of the quality of work we do."

Elsewhere in Europe, he admits there are problems, and sees the need to distinguish consultants clearly from the many individual lobbyists in Brussels, some of whom charge contingency fees. However, he argues that Britain has overcome this poor status, and taken a lead by establishing ethical guidelines and professional standards which now form the basis for an international standard, ISO 9000. "The UK can hold its head high," he says.

Andrew Jack

Michael Morgan analyses the Institute's new survey

Mr M. Consultant: a profile of the typical professional

HE is a 30 to 45-year-old graduate, very possibly with a second degree, whose career is taking him increasingly into continental Europe. One in seven of his colleagues is a woman - still a minority but a substantial increase on the number 10 years ago.

This picture of a typical British management consultant emerges from the first wide survey of more than 3,300 respondents, carried out for the Institute of Management Consultants.

It is a profession that is increasingly crossing national boundaries, with half the sample finding themselves at times working in continental Europe and more than 20 per cent sometimes in north America.

Type of degree

Type of degree	%
Engineering	21
Science	21
Mathematics	5
Arts	10
Economics	9
Social science	7
Law	2
Business studies/	13
accountancy	3
Languages	3
Other	8

Respondents had embarked upon their work in management consultancy very much as a second career. Not surprisingly, 87 per cent had previously held a management position: 28 per cent had between two and five years' experience, and 26 per cent between five and 12 years.

In the salary stakes last year, around a quarter earned up to £30,000 and a half between £30,000 and £50,000.

They are likely to be spending more time abroad as a result of the recession in the UK, a trend first seen towards the end of the 70s. Also, continental Europe is a growing market where, apart from Germany, the profession is not as well established as in Britain.

British consultancies are already at work in Spain, Portugal and Italy, while clients are also emerging in Scandinavia and the Netherlands. Consultants are also being called on to help experience to bear in France, mostly from British companies already working there.

Consultants are also turning their attention to eastern Europe. Mike Jeans, IMC president, says almost 24 per cent in banking and financial services.

Previous business experience was varied, with 41 per cent having experience in the manufacturing and engineering sectors, almost 24 per cent in banking and financial services.

Previous experience in industry sectors

Industry sector	%
Manufacturing, engineering	41.1
Banking, financial services	23.3
High technology	20.1
Oil, chemicals	18.3
Government (national, local)	17.1
Professional/scientific services	14.6
Food, drink	12.7
Distribution, transport	12.4
Retailing	10.1
Construction, civil engineering	7.5
Gas, electricity, water	6.4
Leisure, tourism	6.4

Previous business experience accumulated by function proved rather different, with 38 per cent having experience of

Previous business experience by function

Function	%
IT/computer applications	37
General management (multi-function)	37
Financial	28
Sales, marketing	23
Manufacturing/operations	22
Strategic planning	18
Engineering	17
Human resources	15
Distribution/transport	7
Executive recruitment	6
Other	10

information technology or computer applications, and 37 per cent coming from a general management background. The majority worked for large practices of at least 60 consultants. Information technology is clearly in the lead among services offered by consultancies.

Main consultancy specialism

Main consultancy specialism	%
IT/computer applications	37
Financial	16
Human resources	11
Manufacturing/operations	7
Sales, marketing	6
Strategic planning	5
Engineering	5
Distribution/transport	2
Executive recruitment	2
General management (multi-function)	2
Other	2
No response	7

Their clients ranged from businesses with a turnover of less than £1m to those of £500m and more.

The consultants were sceptical that clients were preparing adequately for the opening of the European market in 1992, although clients' approach to investment in technology, expanding or investment and diversifying were viewed more positively.

Mr Jeans says the ability of British business to enter into

lancy training a year over the last three years, but much less time was spent gaining knowledge of management functions and industry sectors.

Among the management functions in which the consultants sought more training are strategic planning and general management.

The industry sectors in which they wanted further training were headed by banking and high technology.

Industry sectors in which greater knowledge is required

Industry sector	%
Banking, financial services	51
Oil, chemicals, pharmaceuticals	19
Construction, civil engineering	9
Gas, electricity, water	15
High technology	38
Manufacturing, engineering	25
Food, drink	18
Retailing	20
Distribution, transport	20
Leisure, tourism	6
Professional/scientific services	8
Government (national, local)	19
Other	4

Training is currently undertaken by the large practices, the institute and to some extent by business schools.

The institute courses include an introduction to consulting, marketing, presentation, selling and report writing. Mr Jeans believes it has to do more on fact-finding, inter-

Clients are generally (%)

	Good	OK	Poor	Total
Knowledgeable re appropriate technologies	22	58	20	937
Investing in technology	31	55	14	929
Well versed in appropriate techniques	9	50	41	933
Using grant-aided consultancy	13	27	60	758
Expanding/investing	25	63	9	861
Diversifying	15	52	33	765
Preparing for 1992	9	37	54	636

the single market does not seem to be as well advanced as some European counterparts, though he believes consultants are generally ready, in some cases, even they may not realise the full impact of 1992. "A client as small as a corner shop to a multinational, in theory, need to stock a broader range of brands and may need to alter by EC regulations and shop opening hours and minimum pay levels."

"If you believe in the single market, it will eventually become all-pervasive, to the extent that it is the domestic market. Instead of classifying work in France, Germany and Luxembourg as overseas work, the question will simply be how far it is from the home office."

Meanwhile, the issue of training and professional development is clearly exercising the consultants. More than a third received an average of four to eight days of consul-

Management functions in which more knowledge is required

Management function	%
General management	58
Strategic planning	41
Financial	37
Sales, marketing	38
Engineering	5
Manufacturing/operations	16
Distribution/transport	11
IT/computer applications	30
Human resources	24
Executive recruitment	5
Other	1

Institute of Management Consultants 1990 National Profile of Individual Management Consultants, £25 from 071 342 2140.

change management programmes and IT efficiency studies."

Mr Burgess attributes the enviable growth achieved by Andersen last year to the firm's special structure as perhaps the most tightly managed international service sector firm in the world, and its careful positioning in the IT sector.

Mr Burgess says he does not expect the firm to remain entirely immune from the effects of the UK recession. The five other big firms, which have always regarded Andersen with a mixture of admiration and horror, will watch with fascination to see how long Andersen's apparent immunity will last.

David Waller on the accountancy field

The worst may be over

In February this year reported record 40 per cent growth in its UK fees to £120m for 1990.

The other five may have abandoned all hope of announcing record fee income, but they are not utterly despondent. Coopers used to be famous for the rate at which consultants left to go elsewhere: at one point not so long ago staff turnover in the department was as high as 30 per cent. One effect of the recession has been to make it less easy for people to move and Mr Coster speaks ruefully of a turnover rate now of less than 10 per cent.

With fee income under pressure, an unduly stable workforce threatens to put margins under pressure and Coopers has responded to this by "counselling out" 60 consultants. Although undoubtedly traumatic for these individuals and for the accountancy profession in general they are not significant in relation to total staffing of 1,500.

Mr Coster says fees for the year to the end of April will be close to the budgeted figure of £120m, up from £126m in the previous year. Staff utilisation stands at 57 per cent. Growth sectors include the privatisation work, utilities, and Eastern Europe. Value-for-money work takes precedence.

At Ernst & Young, Mr Williams, himself a former senior consultant at Coopers, has faced the hard task of building a large scale consultancy business out of the two weak practices inherited from Ernst & Whinney and Arthur Young, the two firms which merged to form Ernst & Young in 1989.

The difficulties of the merger have been compounded latterly by the savagery of the recession, but Mr Williams is confident that the firm now has what it did not have when the merger was completed - a consultancy operation fit for the 90s. He says that the firm's IT business, which accounts for 35 per cent of the total, has now bottomed out.

Neville Cheshire at Price Waterhouse is cautiously optimistic. Up to 60 per cent of the firm's total business is in IT. "Clients are continuing with the development of critical projects but cutting the peripheral areas. The big companies can take a long-term view of the situation," he says.

"I'd have signed in blood for these figures six months ago," says Bob Stimm, looking back

on a difficult initiation period as head of the division. He is pleased to have achieved a 12 1/2 per cent increase in chargeable hours with nil growth in staff.

"The market had been very hard in certain areas," he says. "Everything has been postponed and we have really suffered in some areas. But there has been a huge upswing in our career counselling services, in cost reduction work,

change management programmes and IT efficiency studies."

Mr Burgess attributes the enviable growth achieved by Andersen last year to the firm's special structure as perhaps the most tightly managed international service sector firm in the world, and its careful positioning in the IT sector.

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MANAGEMENT CONSULTANCY 3

Why do companies turn to consultants? asks Alan Cane

It's a buyer's market in information technology

THE LATE 80s were good years for information technology (IT) consultants in the UK. The early 90s carry nothing like the same promise. Financial results for P.E. International, the substantial management and computer consultants based in Egham, Surrey, are typical, and set the scene for the foreseeable future: between 1986 and 1989, fees and profits before tax were growing at well in excess of 20 per cent a year. In 1990, fees were £53.5m, an increase of 10 per cent more than the £48.3m recorded the previous year. Pre-tax profits fell from £5.6m to £4.2m.

Mr Hugh Lang, P.E. chairman, commented: "In November we carried out a detailed review of our 1991 prospects, and concluded that although we expected to be able to continue to achieve some growth, this would not be at the rates planned and achieved in recent years. Restructuring measures to bring costs in line with likely revenues cost the company more than £500,000 in exceptional charges. A principal cause of the decline in the market, now affecting virtually every IT consultancy, is the recession in the UK.

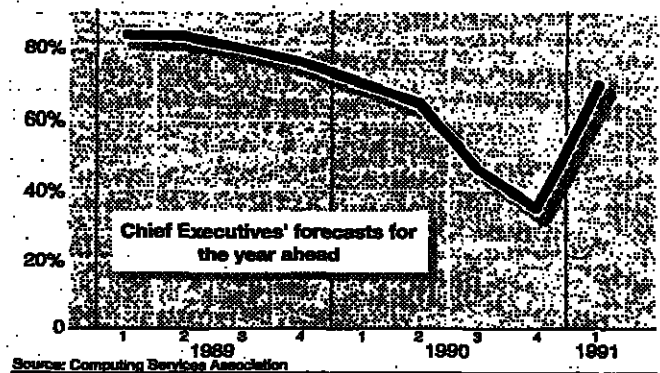
The computing services business is a sensitive indicator of market conditions; postponement or cancellation of spending plans affected those consultancies selling computer hardware and consultancy services - first.

Now it is affecting the more traditional firms which offer strategic reviews or systems implementation.

One of the first effects has been pressure on fees. When the sector was growing at 30 per cent and more annually in the late 80s, fees were high. A top IT consultant could expect £1000 a day; an exceptional one, rather more.

Typically, the rate per day was three times salary. A consultant earning £52,000 a year would cost the customer £200 a day. Today, according to Dr Douglas Eyles, director-general of the Computing Services Association (CSA), trade body for computing services companies, it has become a buyers' market and there is closer examination of fee structures.

Optimists minus pessimists (%)



Source: Computing Services Association

and heavy discounting. Computer services companies, nevertheless, are an optimistic lot. The accompanying graph, prepared by the UK Computing Services Association, trade body for the leading computing services companies, shows that most chief executives believe they can already see the light at the end of the tunnel.

There are several categories of IT consultancies, and as the computer business becomes tougher and margins shrink new kinds of competitors are

New kinds of competitors are beginning to tangle with the more traditional consultancies, creating a complex picture

beginning to tangle with the more traditional consultancies, creating a complex picture.

First, there are the IT consultancies which grew out of the large accounting firms. Accustomed to computing as an essential part of their auditing procedures, they found it a natural move to specifying and implementing real systems.

Anderson Consulting, part of the worldwide Arthur Andersen group, is generally acknowledged as a leader in systems implementation. It has developed its own suite of computer-aided engineering (Case) tools to help in the rapid and efficient development of client software.

Second, there are the large computing services companies such as Baskys, EIS or Sema Group which offer consultancy as part of their overall package

of offerings, which could include bespoke and packaged software, facilities maintenance and systems integration.

The line between companies such as these and smaller, specialised consultancies is blurred.

A typical smaller consultancy is EISL, based in London, which specialises in Executive Information Systems - systems which chew up a company's corporate data and spit out the most useful information in a form intelligible to senior executives.

sultancy called IT Partners, headed by Mr Garry Hunt, formerly of the leading consultancy Logica.

Received wisdom in the industry is that through the 90s the number of IT consultancies will shrink as a process of consolidation generates a few large organisations with both the depth of skills and financial standing to tackle very large projects.

Many companies are paying lip service to the idea of becoming systems integrators - putting together the most appropriate hardware and software from a variety of suppliers - but only a few, not necessarily the largest, have the necessary internal disciplines to compete successfully in the fixed price arena.

The best known example is SD-Scicon, a leading UK computing services company, which suffered horrendous overruns on a series of fixed price, systems integration projects, leading to losses in 1990 of about £20m.

Why do companies turn to consultancies? Partly because of the complexity of modern IT. Most companies are convinced that they are failing to get the best out of their very extensive investments in computing systems and are anxious for a guide to how their performance compares with their competitors.

Or-Pedder, for example, a consultancy based in London and Brussels, publishes a study which enables companies in particular industry sectors to compare their detailed IT costs with those of their competitors - and, more importantly perhaps, examine the areas where competitors are investing and they are not.

Then there is the problem of relating IT planning and expenditure to business policy. Often there is a communication gap between IT management and business management, and many companies feel there is advantage in seeking advice from outside.

It remains to be seen whether IT consultancy will go down the road of large one-stop shops. While the technology continues to increase in complexity, there will always be scope for the small, specialised corner store.

Management consultancy market in the EC and EFTA member states

	Total turnover 1989 (ECU million)	Consultancies (number)	Consultants (number)
Germany	4,300	5,900	35,400
UK	3,840	1,529	21,400
Switzerland	1,757	2,200	11,490
France	1,310	2,600	8,300
Sweden	1,000	900	9,500
Spain	790	245	18,000
Italy	600	300	?
Austria	597	1,100	6,100
Norway	374	520	3,000
Netherlands	270	200	2,200
Belgium/Lux.	249	280	1,650
Denmark	180	367	1,400
Portugal	124	170	1,600
Finland	112	180	920
Ireland	112	250	580
Greece	30	80	500
Europe total	15,755.6m	16,802	122,140

Source: BDU

How long is a piece of string? That has been the off-repeated reply to questions about the size and scale of management consulting in Europe. Well, in January, the German Management Consultants Association (BDU) produced an estimate of the market. The British are often heard saying that their market is the most "sophisticated" for consultancy in Europe. Maybe so, but it is not the

biggest. The BDU claims its own market takes that accolade in terms not only of turnover, but of consultancies and consultants as well. However, in terms of income per head, the British are way ahead of their continental rivals. UK consultants earned, on average, Ecu179,439 in revenues in 1989, compared with Ecu153,652 for their nearest rivals in Switzerland and

Ecu121,468 in Germany. Does this reflect the scale of UK operations - and the greater ability to defray costs? Possibly. There were 14 consultants to each firm in UK in 1989, compared with 10 in Sweden, 6 in Germany, 5 in Switzerland and 3 in France - figures which underline the greater concentration of consultants in large firms in Britain than on the Continent.

Andrew Jack takes a peep behind the scenes

Strategy of the strategists

NEITHER "strategy" nor "boutique" are popular words among management consultants. Recent economic pressures have shaken many firms, driving them to consolidate, and to broaden the services they offer.

The evidence is not easy to find. Few figures are available in this most coy sector of a secretive industry, in turn perhaps the most closeted of all the professions. Whereas large billings may have prompted their shyness in the past, recent disappointments fuel it today.

In one of the most public indications of recent difficulties, Bain sacked more than 200 of its staff world-wide late last October - 17 per cent of the workforce. "One thing we can say is that we were the first," says Robin Buchanan, managing partner of the London office. He expects other firms to follow suit.

"A lot of companies are waiting," he says. The Gulf war and the recession caused many to hold back. "Great change drives our business. When people stop, wait and see, it's not a great time." At Bain, John Wormald, marketing and communications director, admits business has been "softer" since the end of 1990. "We have held back on recruitment and thinned the ranks of our senior performers in London and Paris," he says, while stressing that world-wide revenues were up 10 per cent to £500m last year.

Richard Carson, managing director of Monitor, which has 300 consultants around the world, says companies have become more sophisticated in selecting consultants. They are seeking a better return on investment and do not always return automatically to the firm they have previously used. During economic difficulties, many are deferring expenditure, he says - adding that Monitor is only slowing down because it does not want to continue growing too rapidly.

One key tactic for retaining clients is the growing switch from simply strategic analysis towards implementation of a consultant's recommendations. "A lot of managers view strategy as blue sky. That's an indictment of a management consultant," says Mr Carson. His company tries to bring about change by working with clients without doing their job. "If I hear the client say anything about 'the Monitor strategy', we've failed," he says.

Bain has always been proud of its stress on implementation. But even the Boston consulting group (BCG), once the arch proponent of strategic analysis, has now shifted "downstream".

"Our work is broader than strategy. We help determine directions and implement change for clients," says Barry Jones, managing partner.

"In the '70s and early '80s, we were overwhelmingly focused on strategy," he says. "In the mid-'80s, there was a sea change in how we work with clients. Strategy changed from being the key product to one of a number of services."

The company has moved from "presented logic", where the consultants do the analysis, which is presented to the clients, to "discovered logic", where the client team does a lot of the work while BCG helps to lead the effort.

That has meant staff changes, too. Recruitment policies "have been given a slight tweaking," says Mr Jones. "We have always taken the bright-

est students. Now we place equal emphasis on interpersonal skills."

Booz Allen's Mr Wormald agrees. "It's increasingly difficult to sell pure strategy," he says. "We now place more emphasis on recruiting staff with prior experience." They also need the characteristic of wanting to help. "There's no point having hot analysts with obnoxious personalities who can't bring the team along with them."

'There's no point having hot analysts with obnoxious personalities'

The use of the word "boutique" is equally anomalous. Many of the small consulting firms have either been subsumed into larger companies, or have merged with firms overseas. BCG, for instance, joined forces with PCEK, an Australian company, last year. Ciba, which was formed five years ago, doubled its staff to nearly 100 when it merged with MID, a French firm, in 1990.

"We wanted a genuinely European consultancy," says Graham Gould, managing partner. "They were having trouble breaking into the USA and we were having difficulties in Europe."

When Bain announced its redundancies last October, it also radically restructured its board, more than doubling the size and giving seats to many foreign nationals. "There was a very strong realisation that top management needed to reflect our client and employee base," says Mr Buchanan.

The company also formed a joint venture in July, 1990, with Link, founded by Abel Aganbeyan, the so-called architect of perestroika. It will advise companies interested in investing in the USSR.

All of these international links are helping to create

what Richard Parson calls "a seamless global network" of advice which a simple boutique based in one country could not easily provide to multi-national clients.

"It's difficult for boutiques to provide this service," says Mr Wormald. He sees a process of consolidation among consultants. "But the business is still driven by personalities, so you will never get a monopolistic supplier."

At the same time, consultants are reorganising their internal structures to reflect a stress on sectoral expertise wherever it occurs. "We are moving from geographical to sectoral and functional practices spanning the globe," says Mr Wormald.

In the '90s, most of the consultants see marked shifts in the type of assistance they need to provide. BCG's Mr Jones says there will be an increased focus on white collar sections of companies, "most of which are as inefficient as the worst nightmare factories". Mr Carson concurs. "More and more companies are making decisions, not products, yet

they are applying blue collar methods to manage white collar workers." Monitor is devising "activity-based costing" techniques as an alternative. It is also trying to develop "strategic architecture" to support change within corporations. "Too many companies try to reorganise their way out of problems," he says.

Coba's Mr Gould expects tougher economic times over the coming decade. "We're not going to see the double-digit '90s growth in the '90s," he says. "It's going to be harder to win new business." As a result, he suggests consultants may have to market their services much more aggressively. But that raises a lot of issues. "Marketing has traditionally been very low key and client confidentiality makes it difficult."

Mr Wormald wonders whether contingency payments - fees based on results - may become more widespread. He also poses a question: "Consulting is still an American-dominated profession. Is there any distinctive European style of management evolving?"

Rachel Johnson looks at SQW

Right place, right time

JUST downwind of the neighbouring pig farm, Segal Quince Wickstead are an organic part of the Cambridge phenomenon - the growth of high technology industry around a university town.

Consultancies of all kinds flourished in the Lawson-Thatcher boom of the '80s, egged on by the corporate appetite for clear forward thinking at a time when borrowing was easy and the property market was rising.

This young economics and management consultancy is determined not to go under, as so many companies have, with the UK recession.

Right on the edge of John Major's Huntingdon constituency, SQW is just one of many competing for a dwindling number of commissions. It is having to try hard to convince public and private sector clients that they cannot possibly afford to postpone that feasible

study for a new business park, for example, or cancel that assessment of the Polish toolmaking industry.

Nick Segal, chairman, conveys a strong impression that he made the move to the right place at the right time, and that his company is in a strong position to ride out the recession.

South African by birth and an engineer by training, he had no wish to devote his economic skills to the forecasting game played by his counterparts at the Treasury, Bank and City financial institutions.

"The economist's tool bag is a help," he acknowledges, "but what we do best is applying micro-economic issues to projects and interpreting the external environment."

Previously at Coopers and Lybrand - as was one of SQW's directors, property and urban renewal specialist Tim Forde - he was convinced that

a consultancy would prosper if it could offer clients - governments, development agencies, universities or companies - something beyond economic competence.

In SQW's case, this was expertise in public policy and corporate strategy, founded on its fortuitous Cambridge connection.

SQW's virtual *raison d'être* was the Cambridge phenomenon. In its infancy in 1985, it moved to Cambridge from Cirencester to win its first commission - for which it was "paid a pittance" - to analyse the causes of the phenomenon.

Last year, it moved 10 minutes out of the congested city centre into the market village of Swavesey. Its smart new headquarters, within snuffing distance of the pig farm, has ample parking in the gravelled forecourt and around 30 staff.

The Cambridge study, says Segal, made the consultancy's



Nick Segal, chairman of SQW

reputation as The Consultancy for work on technology transfer, links between higher education, and urban and small business development.

So much so, indeed, that they "expanded too fast", becoming a company without a proper management structure. "Like a lot of small businesses in Britain, we are learning as we go along. We're good at advising other people but not ourselves," says Mr Segal.

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Industry matters

ASK any one hundred people and most, if not all, will agree that a successful manufacturing sector is vital to this country's future. Even those who aren't familiar with the statistics and the esoteric arguments feel, instinctively, that we need successful companies who make things, real wealth generators, as well as those who simply recycle money through services.

It's not surprising that we feel this way. The country became great on a tide of manufacturing excellence and most of us can remember when 'Made in Britain' meant quality compared with all the cheap rubbish which came out of the Far East.

How things have changed. The sad fact is that once we were a great manufacturing nation and now we are not. No amount of political rhetoric, or suspect statistics about 'relative productivity improvements since we were elected', can hide the plain truth that in the last few decades we have allowed our manufacturing sector to wither. There's no point in apportioning blame, we're all to blame. The financial institutions for failing to understand the importance of long-term industrial health on the economy as a whole, universities for failing to produce enough

support this but perhaps three statistics say it all.

- Japanese universities and colleges turn out nearly five times as many engineers and scientists than we do in the UK.
- In Germany 50 per cent more school leavers take part in structured vocational training programmes.
- To rub salt in the wound, each year Japanese inventors patent seven times as many new ideas as their British counterparts.

These figures are worrying enough in themselves but the underlying trends are even more disturbing. Many nations already have much healthier manufacturing sectors than ours and yet they are increasing their investment in skilled people. Just to maintain our relative position in the league we need to increase our supply of engineers and scientists, at a far higher rate than trends over the last few years suggest. We, in manufacturing industry, also need to attract the best to take up careers in industry rather than jobs where their technical training and skills are peripheral.

If we are to regain our position as a major manufacturing nation we must, in my view,

By Ron Armstrong, Chief Executive

good people, and governments for failing to provide any lead in the form of a national policy or even consistent trading conditions. Most of all, we in industry are to blame for letting them all get away with it for so long.

Our future standard of living depends on us having a healthy manufacturing sector. Manufactured goods can be traded internationally. They generate new wealth rather than simply circulating wealth through services. Manufacturing contributes about a quarter of our GDP but over 80 per cent of our export income. We are not a tiny nation who can exist on niche service sectors. If anyone doubts the fragility of an economy based on service industries they need look no further than the loss of tourism created by a short war in the Middle East. We have failed continually to grasp the fact that sustained economic growth will only be achieved if we have a strong manufacturing sector which produces internationally competitive products. This hinges on one thing, investment. Investment in physical resources and in trained people.

By any commonsense comparison, our record in producing enough engineers and scientists is pitiful. Every country which recognises the importance of manufacturing to their economy, has invested heavily in research, development, education and training. There is considerable evidence to

have a national policy, drafted and implemented by a new ministry which is tasked with creating the conditions necessary for a rejuvenation of our manufacturing industry. The present role of the DTI is too diffuse. It covers too many types of industry and, paradoxically, has only a peripheral role in critical industrial issues such as education and training, fiscal policy and environmental legislation. The new ministry should have far-reaching powers covering those aspects of training, financial and regulatory matters, which are vital to manufacturing competitiveness. It would provide co-ordination where there is chaos, co-operation rather than competition through legislative powers designed to support conditions for growth.

Open competition, level playing fields and non-intervention, whatever that means, are all very well, provided that other conditions are benign. In the face of relative decline, intervention is not just a good idea, it's essential. After all, intervention is practised when it suits, for example, in education policy, interest and exchange rates, and in defence, so what is so special about industrial policy? It's far too late to allow intellectual dogma to provide an excuse for lack of action. The major players have failed consistently to create growth on a scale which is required and there is no evidence to suggest



Ron Armstrong, Chief Executive

that they will fare any better in the future. A national manufacturing strategy may just provide the catalyst we all need.

Such a strategy will not be simple either to design or to put into practice. International trading regulations and an increasing amount of legislation governing competition policy restrict our room for manoeuvre. But there are many things we can do, such as:

- Setting national targets for the numbers of engineers, scientists and business graduates produced by academia and providing the necessary resources.
- A complete overhaul of corporate taxation providing greater incentives for investment in training, R&D and market development.
- Creating a regulated system of low interest investment finance backed by long-term fiscal guarantees.
- Stepping up the intensity of national programmes to create better awareness of industry in schools and young people at large.
- Putting even more effort into the drive for high quality innovative products.
- Requiring companies to declare expenditure on R&D, training etc., in their annual accounts and modifying audit

practices to provide more accurate projections of the future health of the business.

None of these ideas are particularly new. But they are all possible provided we get rid of confused thinking and an unwillingness to act. Perhaps it's not even too far fetched to consider the designation of key national industries for investment and growth, linking them to the regeneration of our major industrial centres. This would at least be better than bribing companies to move to areas lacking in infrastructure and attractiveness to qualified and ambitious staff. The regional development agencies do excellent work but, surely it's far better to put effort into developing important industries rather than geographic areas. If we have healthy industry we won't need development areas.

It's easy to bury our heads in the sand, hope that another natural resource bonanza will come along at the right time, and to believe that, somehow, it will turn out right in the end. In my view, we've ridden our luck for too long. Our future as a successful manufacturing nation is too important to leave to chance. It's time, to not just hope it will happen, but to act to make it happen.

The international challenge

an interview with Dr Derek Fuller, Divisional Managing Director

THE COMPANY has undergone a massive change in the last six years, says Derek Fuller, divisional managing director of Pera International. As many people who know the organisation will recognise, the turnaround originated from the appointment of the current chief executive, Ron Armstrong. The transformation in this period has been dramatic and remarkable: prior to Armstrong's arrival the company was in deficit, was running at a loss and was the epitome of a sleepy old style research association. The changes in organisation, people and culture have been dramatic. All of the directors and virtually all of the middle and senior management of six years ago have gone. These changes were not without pain and heartache; particularly in a people business like consultancy, however the changes have brought a financial upturn and a new vibrant and dynamic atmosphere.

Like a number of people who have joined the company in recent years, Fuller came from another leading consultancy. Now responsible for all the professional services at Pera International's headquarters in Leicester, Fuller said that, like others, he was encouraged to join because of the strong position and the future potential. "Yes, Pera International has come an enormous way in the last few years but it still can and will go a great deal further. We are obviously getting something right," he said, "as while we see major consultancies contracting, no doubt as a direct consequence of the recession, we are in a period of probably the most aggressive growth that the company has seen." He went on to say that many areas of the operation were resource rather than market limited and one of the biggest barriers to growth was the problem of finding good and experienced people.

The range of services is certainly diverse, with consultancy covering manufacturing, marketing, quality, and human resource, all working closely alongside a range of technical activities where new products and processes are developed for clients fully supported by extensive workshop and laboratory facilities. Although the range of activities is extensive, Fuller believes that while continued success owes something to the ability to put together multi-disciplinary teams of experts to solve a client's problem, it probably has as much to do with a professional approach to all aspects of the business.

Membership services is yet another dimension to the business, and one which Fuller described as being akin to prepaid, short, sharp consultancy. Again it is an area that has seen significant growth in the last

few years, there now being over 2000 companies subscribing to this service. A major part of the basic offering to companies is membership in providing advice and information. With fees on a sliding scale according to turnover, companies appear to be able to make an unlimited number of enquiries. "In theory this is true," admits Fuller, "but in practice this does not give us a problem; I suppose in the extreme if a company consistently made an excessive call on the service we would probably look to renegotiate the fee, but we have not had to do this, as yet!" It is a fair claim to say that this activity is "very well established", the numbers largely speaking for themselves with a full time team of over 30 people, based up when necessary by specialists from other areas of the company and with access to over 500 in-house and on-line computer databases. Traditionally this service had an emphasis on technical enquiries to manufacturing industry but increasingly marketing and financial information is being provided and there has been a significant increase in the number of enquiries from the service sector.

So how international is Pera International? Currently over 20 per cent of income derives from overseas and this proportion is increasing; and needless to say an increasing proportion of work, for example in product design and marketing consultancy, has an international dimension even when undertaken for UK companies. "We are now actively marketing and selling our services in mainland Europe and have staff dedicated to this, and while we do not have an office overseas as yet, watch this space!" Fuller said. Interestingly he has mixed feelings about the increase in the amount of overseas work. "For us, both corporately and individually, it is exciting and challenging. However, basically we increase the competitive position of our clients, whether through developing new products, or by improving their manufacturing operations, etc., now the UK is a rich source of talent and we and others like us, work for overseas companies it only helps the balance of payments in the very short term, overall we arguably have a negative effect through helping overseas companies become more competitive and sell more product in the UK market. Really we are part of what you could call an invisible trade drain and I confess this gives me mixed feelings. It is always a little sad to see British expertise helping overseas companies move their business forward when we know we could be doing the same job for a UK company; but we have a business to run!"

New products improve future prospects

David Ritley, Business Manager, describes some of the ideas for new "products" and services Pera International will be introducing.

CONSULTANCIES often talk to clients about "continuous improvement" but fail to apply it to their own businesses. Clearly they will lose clients if they do not re-examine constantly how well their "products" and services are received.

Pera International puts considerable effort into improving what it does. The task of its "new product development" is to review current "products" and services, compare them against what clients need and set priorities to fill any gaps.

The priorities for development come from inside the company as well as from research. The internal ideas – usually the best ideas – come from the company's managers and staff as a result of their dealings with many different clients.

This process has led to initiatives such as "competitive benchmarking". Pera International's quality management division has found a high degree of variation between what companies consider to be important in measuring performance standards in cus-

tomers service. As a result, a development programme is underway to build a European database of benchmarks. European companies will be able to compare their own measures and performance against those of competitors and high performing companies as the first step in improving performance. This approach brings "world class" standards within the reach of companies of all sizes, not just the biggest.

The membership services division is building upon its "Eurodesk" information

service to help members reduce the cost of entering international markets. Work is going on to develop "international membership services" to provide information and support right from market analysis through to matching producers with new distributors at home and abroad.

The environmental engineering division is looking into the impact of the Environmental Protection Act which comes into force next year. Under the Act, many companies will need to gain approval and a qualification

to help members reduce the cost of entering international markets. Work is going on to develop "international membership services" to provide information and support right from market analysis through to matching producers with new distributors at home and abroad.

The environmental engineering division is looking into the impact of the Environmental Protection Act which comes into force next year. Under the Act, many companies will need to gain approval and a qualification

development under consideration. While some of them belong to particular parts of the company, there is a common thread to them. They all address issues which Pera International believes will be central to clients facing even greater competition in future European and worldwide markets, and the company's objective is to be ready in time to help clients resist these pressures with new ways and methods.

Something New?

Legislation that could be good for business



Recent changes in legislation and public opinion are placing unprecedented pressure on industry to clean up its operations and ensure that its activities are 'environmentally friendly'.

"the amount of 'greening' has to be equated against the costs of improvement"

Some companies have responded better than others, but in all cases the amount of 'greening' has to be equated against the costs of improvement. The government is moving increasingly away from the voluntary approach by industry to a legislative basis of control. Under the new Environmental Protection Act (EPA) there will be more stringent controls on the way waste products are discharged into the environment. Companies using processes that have

the potential to pollute will require registration and a licence.

To obtain a licence operators will be required to satisfy the regulating authorities that the Best Available Technology Not Entailing Excessive Cost (BATNEEC) has been employed to minimise pollution.

Accepting that the imposition of the legislation is onerous, Pera International is developing a process known as 'benchmarking'. This requires management to set objectives in environmental areas such as waste, energy usage, and recycling.

A critical action team is set up to identify targets and actions to meet the legislation and make savings in costs. With this approach Pera International believes it can turn a potential problem for industry into a profitable initiative.

A seminar on forthcoming legislation will be held at Pera International in June. Aspects of the new regulations and details of schemes for funding will be available. To attend contact Anne Fennelly on 0664 501501.

Eastern Europe: Back to the basics

Human Resources Development

Nell Whitter, Director of Human Resources, looks at opportunities in overseas markets.

JUST as the basic necessities of life, which Western Europe takes for granted, are scarce in Eastern Europe, then the basic understanding of how to run a business and training in its fundamental disciplines are equally rare. This is the conclusion of investigations carried out by Pera International's human resources division.

For some years Pera International has undertaken both management and skills training overseas, particularly in the Middle and Far East.

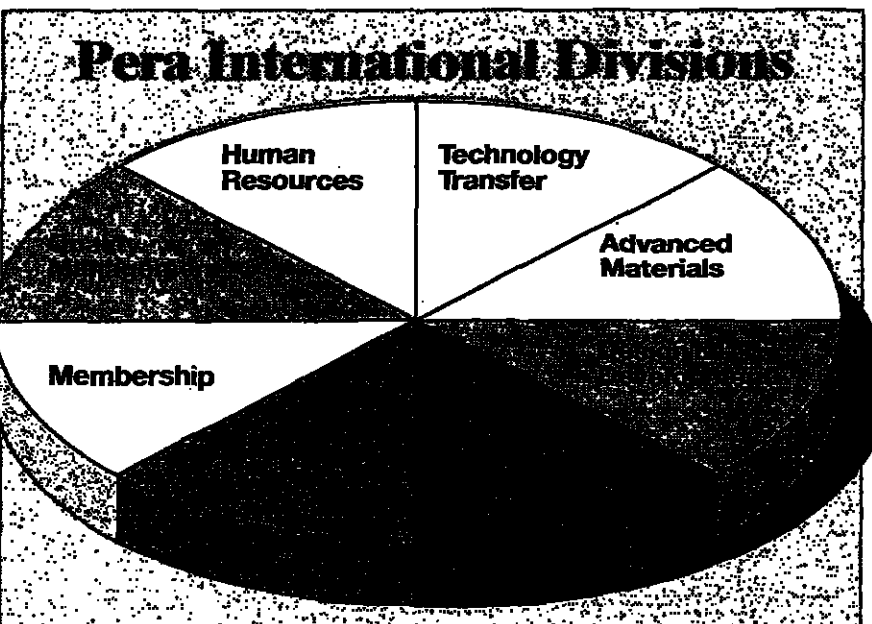
Now there is a surge of interest from Eastern Europe which is keen to learn the skills and expertise available in the West.

Pera International is working on a programme directed to the requirements of Czechoslovakia, Poland, and Hungary, which

will help these countries begin to address such concerns as pollution controls, improving the working environment, adopting modern production methods, and upgrading the quality of the goods that they produce.

In the face of pressures on investment in training, new attitudes to cross skilling and employee flexibility, managers in the West are brought up in an environment of competition. They respond to the effect of market forces upon their business as second nature.

To the majority of people in Eastern Europe the pressures are not only new, but in most cases outside their experience. It is not a case of transferring training courses from the UK and slowing down the time of delivery, it is much more fundamental.



"They do not understand business plans, nor customer orientation"

Many people who have been brought up in the quota system have great difficulty in understanding such everyday terms as

'the market place' let alone the 'competitive environment'. They do not understand business plans, nor customer orientation. A great many have no comprehension of management accounting, not even of the cost per unit manufactured, for example.

While this crisis is less public than the human one, it is nonetheless just as real and just as challenging – it is perhaps one of the biggest challenges the West faces in the 90s.



HUMAN RESOURCE DEVELOPMENT

Every business is a people business. Investment in physical resources may make the difference between your company being less or more competitive, but the quality of your staff will determine whether or not you stay in business at all.

Pera International's consultants have a unique track record in the successful implementation of Human Resources programmes in over 4,000 companies.

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They can advise on the most suitable training available and design practical programmes to help you to use new skills for competitive advantage.

Pera
International

For more information please call Nell Whitter on 0664 501501.

Advanced Materials: Putting European industry years ahead

WHILE the use of advanced composite materials is well known in high visibility items like carbon fibre racing car chassis, a quiet revolution is going on in less glamorous, but very important applications. Composite materials in which a matrix of reinforcement, for instance carbon fibre, is combined with a resin substance represent one of the most exciting areas for new developments in engineering into the next century.

The materials' combination of light weight with strength means that their range of applications will certainly continue to grow. For the most part their use is currently in the aerospace industry and in sports goods.

The reasons for this relatively limited use stem both from real restrictions in the ability to mass produce composites items – much current production involves painstaking, skilled, manual work – to a misplaced distrust of plastics materials in some industries.

Pera International is involved currently in over a dozen projects aimed at further developing the use of composites materials. A four-year, £5 million multi-national project just launched aims to develop automated techniques for the manufacture of structural, in other words load-bearing, components in the automotive industry. This ambitious project could have a pro-

found impact on industry making cars lighter, stronger and cheaper to build. Its importance is emphasised by the fact that it is receiving £1 million of support from the European Eureka programme.

Thus far composites materials have enjoyed only limited favour in the volume motor manufacturing business. While several well-known vehicles, such as the Renault Espace and Lotus Elite, have moulded composite bodies, it has proved difficult to employ composites in structural applications. The reason is that no fast and reliable techniques for fabricating structural composites have yet been developed.

Pera International has carried out work

which has proved the feasibility of manufacturing composites components at the required 'automotive industry rate' of one part per minute.

But this new project will also thoroughly explore relevant aspects of both the materials themselves and fabrication techniques. Altogether nine organisations will be involved from the UK, France and Italy. It is acknowledged that 'there is nothing else' in the USA or Japan that is comparable and that the project will give European industry a lead of 'at least two years' – an enviable example of world class performance in new technology.

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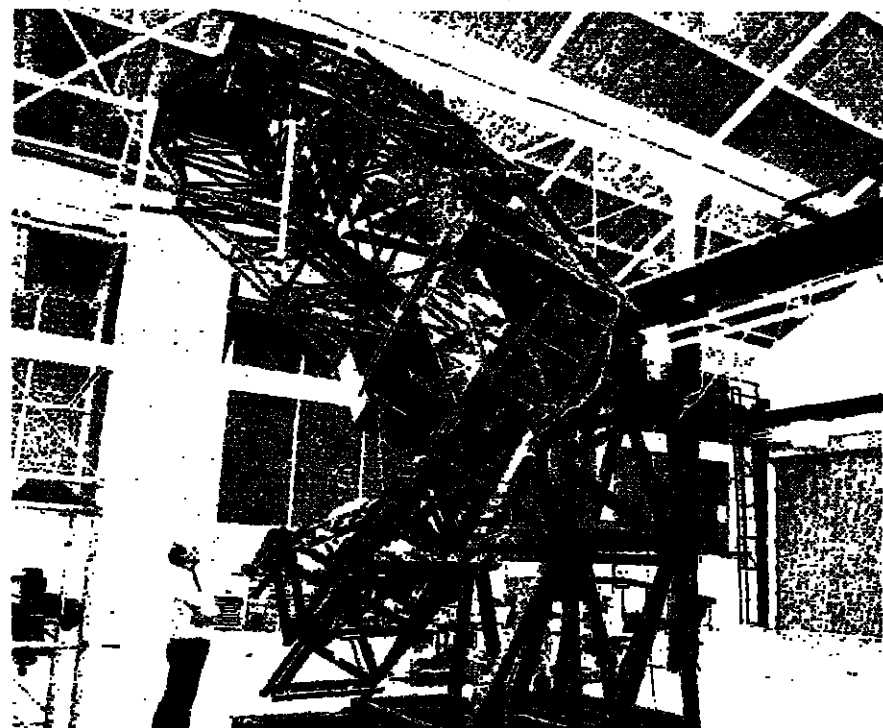
Technology on the limits – saving time, lives and money

By Dr Duncan Hine, Business Development Director.

Managing any external resource is always difficult, says Duncan Hine, "and managing multiple external resources is almost impossible". Many companies discover this the hard way when they engage several organisations to act as specialist consultants on a new product design and development project. Hine, Pera International's business development director, argues that there is a better way –

engage a single, multi-disciplinary consultancy able to carry out all the required work. The benefits are those of tighter control, easier communication, more cohesive team work and greater accountability. Pera International's diverse resource base, says Hine, makes it ideally suited to provide precisely these advantages.

Several projects completed by Pera International over the last year illustrate



Gonophotometer at F W Thorpe.



Babyguard: A life saver on test.

how successful this can be. The first of them involved the design and construction of a substantial piece of precision equipment called a gonophotometer for lighting manufacturer F W Thorpe of Redditch in the West Midlands. This device is an angular light meter used to test the performance of light fittings ranging from a 20 watt lamp to a 2000 watt floodlight. The machine measures the varying intensities of light at a large number of different points around the light source. It weighs several tonnes, is nine metres tall and has a rotating arm six metres long.

When the machine is operating a light sensor on the end of the rotating arm takes some 2000 individual readings from the light source. Pera International had to design the machine so that when disassembled all the component parts could fit through a normal-

sized set of double doors five feet wide by six feet high.

"the most impressive statistic, however, is the degree to which use of the machine saves time"

Perhaps the most impressive statistic, however, is the degree to which use of the machine saves time. Taking the necessary readings and processing the resulting data manually used to take F W Thorpe two to three days. That time has now been reduced to a similar number of hours! A more recent project involves a device that could hardly be more different in appearance or function. The Babyguard is a

monitoring device intended to guard against the Sudden Infant Death Syndrome (SIDS), commonly known as Cot Death, which claims the lives of more than 2000 babies and infants in the UK every year.

A special sensor is attached to measure the infant's respiration without physical contact. Given the obvious attractions of a device which could help avert tragedy by alerting parents or medical staff to any abnormalities considerable development work was required. The device's electronics and its appearance were crucial in an item intended for both the medical and domestic markets. Solutions were created for both these major features by the team who also had to cope with several other demands, including ease of assembly and operation, low manufacturing costs and moisture resistance. The Babyguard is currently undergoing clinical trials, before volume

production begins.

Finally, Pera International has been working with the British Materials Handling Board (BMHB) to define better rules for ducts and vessels subject to potential air dust explosions. Hine says this can arise in many situations and that current systems are over designed with a consequent waste of money and resources. The team has developed a methodology which will contain an explosion once without losing integrity. Deformation is acceptable, catastrophic failure is not.

Hine says the Pera International approach could become an industry standard of great use to Health and Safety Executive inspectors.

So, whether saving time or lives, the professional, multi-disciplinary teams from Pera International can generate impressive and timely solutions.



Explosion test: Courtesy of Dust Control Equipment, Leicester.

World class performance through Total Quality Management.

Mike Farrish reports on TQM and its application at NatWest Insurance Services.

A people methodology, says Paul Spenley, "is the single most important factor to achieve and maintain competitiveness. Without one or any other investment, whether in new technology or in streamlined procedures, such as Just-in-Time scheduling, may be completely vitiated".

Spenley is Pera International's director for quality. As such he heads up the organisation's quality management division, which has the task of helping client companies implement the most fundamental people methodology available – that of Total Quality Management (TQM).

Quite simply TQM is the means by which a company puts the emphasis on people. It requires all the individuals within an organisation to be motivated towards the goal of continuous improvement and be oriented towards meeting the needs of customers. Customers also mean other people within the same organisation and not just external purchasers of goods or services. TQM is therefore a never-ending activity.

"A programme has a beginning and an end. TQM only has a beginning"

This is why Paul Spenley stresses that TQM must always be regarded as a "process" and not a "programme". "A programme has a



beginning and an end. TQM only has a beginning", he says.

Instead Spenley stresses that TQM is very much about "performance measurement" – in other words about working towards realistic and quantifiable goals. Ultimately the success of TQM is measured by the performance of a company against its

competitors.

"Customers", Spenley notes, "carry out competitive benchmarking all the time".

Similarly many of the customer based targets a company must set for itself in pursuit of TQM will be non-financial, but they will definitely show in the company's financial performance.

But whatever the nature of the company TQM must enjoy full and informed support from the highest level.

"TQM", Spenley remarks, "starts in the boardroom".

After an initial review of the whole company Pera International's approach to TQM therefore moves straight on to a planning workshop with the main board of directors. This has the primary aim of getting the board to elucidate a "mission statement". The board must then also determine the company's key "business drivers", what it needs to be good at to fulfil the mission statement, and the "benchmarks", the parameters against which performance will be measured.

"Once the 'top team' is fully behind the drive for TQM", remarks Spenley, "half the problems disappear".

Continuous Improvement Teams (CITs), at middle management level, form a fundamental building block of the whole TQM process meeting regularly and led by the appropriate departmental management towards key performance measures. In a TQM environment communication skills are an indispensable management attribute and must form an integral part of management training and coaching activities.

A significant benefit of implementing the team structure is that the devolution of much day-to-day problem solving to middle management and other staff leaves senior management with more time to think strate-

gically about the company's future.

Spenley stresses the point by arguing that wherever possible all members of the workforce ought to be allowed to "set their own measures", in other words to set their own targets and standards.

"Indeed if you allow people to set their own measures they generally set themselves tougher ones than any traditional management would dare impose", he says.

A one sentence definition of TQM might therefore be that it is a top-down initiative

that aims to generate bottom-up improvements. But though every TQM project will share common features each will also be unique because no two companies are exactly alike.

Pera International clients range from manufacturing right through to financial services operations. All are very different yet ultimately the emphasis is on the internal "ownership" of particular processes by the people who operate them and on "continuous improvement" in their chosen fields.

NATWEST Insurance Services (NWIS), the insurance broking arm of the National Westminster Group started out on the road to TQM with the help of Pera International early this year. According to managing director Stuart Frost the company felt that the service it was providing, while adequate, was not exceptional enough to meet the demands of an increasingly competitive marketplace. Nor was an existing quality programme delivering improvements quickly enough.

The company acted after hearing a presentation on TQM from Paul Spenley at its annual conference in the autumn of last year. Stuart Frost says that it was made obvious that a quality improvement process cannot be properly implemented without appropriate fundamental structures within an organisation. Paul Spenley also reminded his audience that the wastage rate in the financial services industry averages 40 per cent of turnover, twice as much as that in the manufacturing sector.

NWIS had its initial top team workshop in January. The team comprises five members: Stuart Frost; deputy managing director, Steve Wells; the two assistant managing directors Alan Chambers and Peter Mead; and the head of quality service department Roy Tummon. The team decided that the company's mission statement was "to enhance our position as an established and

profitable market leader in the insurance industry through being recognised as a centre of excellence."

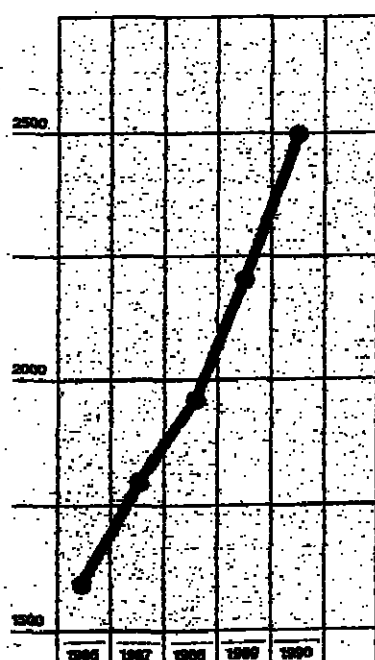
Following a thorough appraisal of the company's operations an implementation programme was agreed, one of the first steps of which has been a series of workshops for the 14 divisional and departmental heads. Three problem solving teams have also been set up to tackle vital communications issues in the areas of post, telephone usage and document retention – all key cross-company issues. A top team member has been given the job of championing each of these teams, so ensuring that no obstacles limit their effectiveness.

From the end of this month a further series of workshops will involve the 400 assistant managers and supervisors in the organisation. This will prepare the way for the introduction of continuous improvement teams led by members of this level of middle management.

Stuart Frost said, "The TQM campaign has already made it apparent that different individuals understand the nature of the business in different ways. There will continue to be a need to place great emphasis on the traditional measures of business performance, such as income, profits and costs, but in addition, service delivery standards, such as promptness and accuracy, will have to be seen as vitally important."

MEMBERSHIP SERVICES

GROWTH IN NUMBER OF MEMBER COMPANIES 1986-1990



- You don't have to be a member of Pera International to use our resources but membership gives you preferential access to a wide range of additional technical and commercial services.
- Our staff are highly experienced engineers and technologists who help you to apply information in the most effective way in your business. Whether you are seeking a specialised source of supply, a company profile, or a solution to a technical problem, the information is provided quickly and without charge.
- Members also benefit from a wide range of specific services some of which are shown below and on top of all this they can use a substantial part of their annual fee to buy other professional services at reduced rates.
- Our members demand, quite rightly, real value for money and the fact that we have a growing membership of nearly 2,500 companies in 26 countries worldwide shows that we provide it.
- If you would like more details of our membership scheme please complete the cut-out and post to our Membership Manager, George Hoskins.

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- Information Services direct access to a wide range of international business and technical databases
- Journal Abstracts from over 600 management, scientific and engineering journals every month
- EuroDesk for help in doing business in Europe
- OTIS access to commercial information obtained through British Embassies worldwide

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TURNOVER

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MELTON MOWBRAY, LEICS. LE13 0PB
TELEPHONE: 0664 501501

MANAGEMENT CONSULTANCY 6

EASTERN EUROPE

'New realism' sets in



LOOK, FELLAS, ALL I SHD WAS WE NEED TO WORK OUT A FIVE-YEAR PLAN

EASTERN EUROPE has moved swiftly from the tyranny of the bursar's plan to the terror of the consultant's bill. While the Berlin wall was still being dismantled, a euphoric "gold rush" of western advisers began and is only just beginning to ease up.

Mr Michael Grunberg, managing partner of Stoy Haywood in London, says he recalls a flight from east Berlin, East Germany, where he looked around in vain to find a single business executive. "The entire aeroplane was full of consultants," he says. "I sometimes wonder if a census in Budapest would reveal more foreign advisers than locals."

Price Waterhouse, the accountants and management consultants, decided to make an early start on the expansion eastwards in 1989, and has now established offices in Budapest, Moscow, Prague, Berlin, Bratislava and Warsaw. It expects to have to ride out several more years of investment before the operations become self-supporting.

"Consulting in Eastern Europe is not for the shallow of pocket or the faint of heart," says Mr Bruce Edwards, managing partner for Eastern Europe and the Soviet region. "Companies are mistaken if they think it's quick reward territory. We're not there yet by any means."

There are heavy question marks over whether the development of large permanent offices in the east have been far too ambitious. Much of the initial impetus was fuelled by grants from enterprises and governments within the east itself, and more by opportunistic companies in western Europe which were eager to seek out joint ventures and possible acquisitions. As they have developed their strategy and built up expertise, some consultants say the demand for bought-in professional services has started to decline, though Peat Marwick says it remains a strong source of work.

A second tranche of funding has come from international funding sources, such as the World Bank, the EC, the new European Bank for Reconstruction and Development, and bilateral grants including the British "know how" fund run through the Foreign Office. These are becoming increasingly focused, although there appears to be a lack of co-ordination.

Only a modest amount of money for consultants has come from internally-generated sources, including governments and infant private sector businesses. Funds are limited, and decision makers are becoming highly selective. The range of work is both broad and deep, with sectoral and strategic studies, privatisation work and restructuring alongside more conventional auditing, information technology and management assistance. Poland has been a common focus, reflecting the country's size and its regime's political commitment to transformation of the economy. At the other end of the scale is the USSR, an uncertain and very long term prospect for business. "We are there to provide lobbying and assistance, to be informed and present for when things do change," says Price Waterhouse's Bruce Edwards.

There was undoubtedly a

period when small pirate firms took advantage of the booming consultancy market, offering expertise that they did not have. The list included individuals and small groups starting from scratch, as well as local companies which were originally set up to advise Western companies on how to establish a presence in the East.

However, one World Bank official involved in the region argues that many organisations paid a premium price and got sub-standard service from good quality firms "because they could get away with it". He says naïveté is fading fast.

He also questions the extent to which foreign companies will be able to continue expanding their practices. The very high daily charge-out rates, when set against the growing skills of local people and the continued language barriers, will gradually militate in favour of more indigenous consulting.

Nevertheless, Bulent Gultekin, professor of finance at the Wharton business school in Philadelphia and principal adviser to the Ministry of Ownership and Transformation in Poland, expects a large increase in the volume of business for consultants in the country, including those from abroad. He says many local enterprises have good technical staff, but lack marketing and strategic skills.

He suggests companies trying to generate new customers should establish branch offices to reflect the decentralised level at which many consulting contracts are decided. They also should try to bring their own funding for projects with them, he says, by lobbying their governments to provide technical assistance grants.

Stoy Haywood's Michael Grunberg says contracts in Eastern Europe represent about 5 per cent of the firm's London office billings, but he would be reluctant to see that figure rise much beyond 10 or 15 per cent. "We don't want to place long-term reliance on it."

He says the key to winning contracts in the East is finding local partners, and keeping abreast of the priorities of the foreign funding agencies. His firm has concentrated on the transfer of know-how, for

example, and has launched a series of training courses in conjunction with the College of Finance and Accounting in Budapest. The aim is to train local teachers who will in turn train others.

The Eastern European offices of those firms with a substantial physical presence have placed great emphasis on hiring locals. But while they are discovering value who can learn very quickly, Price Waterhouse's Bruce Edwards says it could take five years to train junior staff, and more than ten for top managers.

In the meantime, he argues, there is a need for expensive, highly skilled expatriate staff. The work requires multidisciplinary skills, sensitive handling of clients' expectations, and cultural problems. There are complicated operational problems, cultural gaps, and a vasty different understanding of business concepts.

Despite the difficulties, "the work is exciting and stimulating," says Mr Michael Littlechild, principal consultant at the strategy services group of KPMG Peat Marwick, which has offices in Budapest, Warsaw, Prague and Moscow, and plans new ones in Yugoslavia

and Bulgaria.

"We need to give the whole organisation a once-over and create very radical change," he says. So there is a need for a varied team of staff, and tight project management. The biggest problem is not the lack of information systems or capital, which can be dealt with relatively simply, but the absence of trained personnel in local enterprises.

Mr John Lindquist, a partner with the Boston Consulting Group in London and joint leader of its Eastern European practice, is keen to counter the stereotypical view that businesses in the region are inept.

While it may take two to three years to turn a state company around, he says, it is not through lack of management, but rather a different set of priorities. There are often many quality controllers in place, for example, but using simple inspection techniques; there is also detailed cost information, but it is linked only to overall production figures.

Nevertheless, they have to change from a monolithic, extremely concentrated business into an extremely fragmented one where you have to find customers," he says.

Consultancy in Eastern Europe is now moving into a new phase, according to Mr Lindquist. After the initial euphoria at the start of last year, and an overplayed pessimism during the summer, a "new realism" has set in to provide well-qualified firms with good, steady business.

Andrew Jack

AFTER two buoyant years in 1988 and 1989 and a healthy start to 1990, the sector is now going through lean times. Turnover last year totalled an estimated FF5bn, up 8 per cent from 1989, according to the professional association Syntec Conseil. This estimate covers only firms with at least five consultants, and might double if independents were included.

This compares with an increase of 15 to 20 per cent in previous years, and will probably be followed by a growth of only 10 per cent this year, Syntec Conseil President Philippe Giraud said. It might seem ungracious to bemoan these figures when the sector shrank by 15 per cent in the UK last year, but leaving aside computer services, management consulting remains an activity of modest scale in France.

The downturn in the sector, accelerated by the Gulf crisis, has hit medium-sized firms particularly hard. The large established firms, such as market leader Bossard Consultants, claim to be holding up well, as

FRANCE

Things are tight

are niche players. Business started to pick up in March and April, commented Gerald van Kemmel, managing partner for France for Andersen Consulting and chairman of the firm worldwide.

Like elsewhere, the nature of the work has changed in France. Customers now opt for operational projects with quick results, rather than long-term proposals with heavy investment, Mr Giraud said. "Companies have adopted a wait-and-see attitude towards investing, and want to ensure their survival first."

In some cases, customers insist on a pilot scheme before introducing them throughout the company, said Michel Navarra, a partner of Peat Marwick Consultants. "These days, consultants have to be pre-

pared to roll up their sleeves and actually work on operation projects themselves," he said. Like Bossard, Peat Marwick is betting on a 20 per cent rise in turnover this year.

This shorter-term view means strategy specialists are going through a rough period. Andersen Consulting predicts this area will expand by only 5 per cent in France between 1990 and 1994, against 10 per cent for management/organisation and 19 per cent for computer services.

Opinions may be divided over the outlook for computer services firms. But no-one disputes the fact that government and public sector enterprises represent the best prospects for management consultants. Cost-cutting and efficiency have become high priorities for the

state-owned rail system SNCF, and the utility Electricite de France (EDF). Syntec is talking of an increase of about 18 per cent for the public sector, way above average.

For Philippe Peyre, Bossard Consultants managing director, demand is strongest from the public sector, services and industry, in that order. Local authorities and hospitals have also become good customers, he said. Decentralisation in France, which began in 1982, has brought local authorities on to consultants' books, as they are in charge of some own spending and have had to learn to juggle with conflicting priorities of cost and public service.

In the search for better quality, companies at one time turned to established Japanese-style quality circles. But that fashion is over. "The problem was that although the circles existed, the management philosophy to go with it did not," said Mr Peyre.

New management drivers are more concerned with design-cost both for products, computer systems, and shortening the product development cycle. They are also concentrating on motivating personnel, and zero stock defects, Mr Giraud said.

As for Europe, Mr Peyre has some harsh words to say about UK counterparts. Bossard is expanding in Europe and would like to acquire a firm in Britain, but finds firms are not deeply committed to Europe. "Contracts are easier with the Germans; the British still have not chosen between Europe and the US," he said.

Barbara Cassabus

French market	Management	Market studies	Recruitment	PR	Total
Turnover	5,000	3,500	1,050	830	10,380
Number of members	48	41	32	27	148
Turnover '87	1,854	1,325	307	245	3,731
'88	1,949	1,521	380	432	4,282
'89	2,261	1,681	481	500	4,923
'90	2,829/3,000	1,800	500	510	5,639
Staff '87	2,829/3,000	3,025	616	433	6,883
'88	2,851/782	3,025	616	433	6,883
'89	2,843/1,990	3,025	616	433	6,883
		719/951		605/524	7,472/3,642

Turnover figures in millions of francs. *Firms employing 5 or more people

ITALY

Slick multinationals compete

"FAR FROM being a victim of the economic slowdown, management consultancy continues to grow rapidly in Italy," says Roberto Tino, of Bain, Cuneo e Associati.

Bruno Ricca, president of Andersen Consulting, shares this optimism, forecasting an increase in his firm's fee income of between 30 and 35 per cent in the current year.

This expansion is due partly to growth in the demand for management consultancy services. In a market that has not yet reached maturity, new clients continue to discover the consultancy option for resolving business problems. With the narrowing of the culture gap separating Italy from northern Europe and North America, encouraged by the change from first to second and third generation ownership of family firms, Italian businessmen are increasingly willing to commission outside assistance.

The growth being enjoyed by the big consultancy firms is also partly caused by structural changes in a market characterised by considerable fragmentation. While numerous sole practitioners and small management consultancies are still a feature of a market in which there is only a handful of firms of significant size, this is changing.

Concentration in management consultancy is underway. Italian clients are now seeking greater professionalism from their consultants and the quality assurance that is offered by large, structured firms.

"The trend favours large international firms," says Mr Ricca. He hopes that niche consultancies will continue to have a role.

Andersen Consulting is successfully riding the trend. Indeed, some management consultants consider that the firm has been setting the pace in Italy over the past two decades. With 950 staff led by 33 partners, Andersen Consulting is Italy's biggest management consultancy firm, significantly outstripping all its competitors.

Operating from 7 offices, all in northern and central Italy, with Rome being the furthest south, Andersen Consulting offers a service that embraces the strategic, operational, technological and organisational aspects of the businesses of its clients. Reflecting its audit parentage, initially most of Andersen Consulting's work was concerned with accounting and financial systems. Links with the firm's audit side have since become tenuous.

Andersen Consulting's work is divided almost equally between industry and the financial sector. About 6 per cent of its fee income is generated by projects undertaken for public sector clients. "Recognition of the need for greater efficiency in public services will lead to an increasing amount of consultancy work being commissioned by Italy's state utilities," predicts Mr Ricca. However, he considers the opportunities in local government and municipal services will be slow to develop.

The company is heavily involved in information technology, including detailed analysis and software programming. Some Italians in the field consider, however, that software work is not part of real consultancy business. Others would exclude highly focused firms, like those specialising in

logistics, organisation and treasury, and sole practitioners, from the definition of management consultants.

They claim that only those firms advising top management are true consultants.

Both McKinsey and Bain qualify on this definition, the pair strenuously competing for leadership at Italy's corporate summit. The contest has been a gripping feature of Italian management consultancy over the past two years, with Bain's

aggressive performance eroding McKinsey's position.

Until two years ago McKinsey enjoyed a comfortable, almost uncontested, place. This was upset by the resignation of Gianfranco Cuneo, after 22 years, to create his own firm, and to join with Bain to form Bain, Cuneo e Associati. Some 15 of McKinsey's best consultants left with him.

Severely weakened by these staff losses, McKinsey has been virtually eliminated from work

in the industrial sector.

Several factors caused the split. "McKinsey is not oriented towards implementation. But this assistance is fundamental. Consultants need to direct their efforts from 'teaching' to 'assisting in doing'." Implementation is where the client is best able to differentiate between good and bad consultants," says Mr Cuneo.

He considers that management consultants can only guarantee confidentiality by not working for clients whose interests do not conflict. "Whereas McKinsey is willing to work for two or more competing clients, we only undertake assignments for one client in any sector."

Moreover, Mr Cuneo believes McKinsey's US parentage leads to US clients being given precedence over Italians. The association with Bain avoids this while at the same time offering the benefits of a global network.

In the two years since it started, Bain, Cuneo e Associati, which now employs a staff of 90 consultants, has established a dominant position in giving strategic advice to Italy's leading industrial corporations. It is now turning its attention to the financial sector, where McKinsey still holds a dominant position in board level consultancy.

McKinsey is also being challenged by an accounting-based management consultancy like Andersen Consulting and KPMG Peat Marwick, and so too is Bain. "Our involvement in M&A and increasing activity in feasibility studies and other strategic consultancy is bringing us into direct competition with McKinsey," says Franco Masera, partner at KPMG Peat Marwick Consultants.

These challengers are highly competitive on fees. The average daily rate of a consultant from KPMG Peat Marwick is L1.5m. At Andersen Consulting, fees depend on the type of work, itself a function of the staff qualifications and experience. The firm's clients incur average daily fees that range from L1.5m to L2.5m for level strategic planning studies to L1.0m for implementation of information technology projects.

Bain's policy is not to discuss fees. But given consultants' salaries that are conservatively estimated as one third higher than those paid by the accountancy-based management consultancies, and the fact that the work undertaken by Bain and McKinsey is always at the top end of the market, their average daily fees are probably no less.

"A large gap separates our fees from those of McKinsey, which can obtain significantly higher rates," says Mr Masera at KPMG Peat Marwick. Bain concurs fees are not an obstacle in developing its business. The key issue is whether the client is being given, or believes he is getting, value for money. Italy's big firms consider that the continuing growth in demand for their services confirms that the market is generally satisfied with the product they offer.

Fierce competition and growing client awareness and sophistication should ensure the quality of management consultancy in Italy will continue to improve. "The consultant must be increasingly creative and business-oriented, as only in this way will he be able to give significant added value to clients," says Mr Cuneo.

David Lane

PROFILE: KPMG Peat Marwick Consultants

LATER this year, the Italian firm of KPMG Peat Marwick Consultants will open its seventh office. Reflecting significant expansion and rapid growth, the firm will have added four provincial offices to its network in the past two years. The new office in Naples will follow the establishment of offices in Bari and Palermo last year and Bari.

A permanent presence is needed in order to serve medium-sized clients. The type of work undertaken for them often calls for frequent, relatively brief contacts, and these would be difficult to arrange from much less visible offices. A permanent presence is needed in order to serve medium-sized clients. The type of work undertaken for them often calls for frequent, relatively brief contacts, and these would be difficult to arrange from much less visible offices.

As with its sister consultancy firms throughout the world, KPMG Peat Marwick in Italy copies the high salaries paid to its staff with demanding professional challenges. A broad range of projects is undertaken in many manufacturing industries and service sectors. "We have a balanced client base. Banking and insurance provides about 40 per cent of our work, with manufacturing and the public sector each providing 30 per cent."

Less than one fifth of fee income (L33m in 1990) comes from clients of the KPMG Peat Marwick audit firm in Italy, a separate partnership. In fact only about 10 per cent of revenue is derived from assignments in the field of financial and accounting systems.

The biggest area of activity is strategic planning, which projects generate around 30 per cent of revenues, followed by information technology which provides 20 per cent of fee income. Mr Masera emphasises, however, that the firm is not involved in detailed analysis work and software writing.

Having broken through the critical mass barrier and established itself as a leading player, independently of its audit connections, what is the firm's strategy for the 90s? Alongside territorial expansion, KPMG Peat Marwick has also been focusing on some specific niches. About three years ago it targeted M&A, and this has since become an important area both for image creation, with the firm winning a high profile position, and for work, with M&A services generating about 15 per cent of turnover. More recently KPMG Peat Marwick has formed an alliance with Citicorp to provide services to assist Italian banks in responding to the Amato Law.

Mr Masera attributes the firm's quick progress to two characteristics: "rigorous professionalism" and "accurate focusing on key sectors".

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while managers earn from L70m to L120m.

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David Lane

The trend to diversification

THE BORDERS within the consultancy business have never been so blurred now that computer services firms are moving into the territory of management advisers.

Soget SA, the parent company of France's Cap Gemini Sogeti, the biggest computer services firm in Europe, began its diversification in 1987 when it took a majority stake in French management consultants Gamma International. That was followed by the acquisition of the US firm United Research last summer, and in January US management consultants the Mac Group Inc. with teams in six European countries, plus Japan and Hong Kong.

The downturn suffered by many in computer services is seen by Sogeti as a reason for creating its management consultancy. Cap Gemini Sogeti reported a net profit increase of nearly 19 per cent last year.

"More and more of Cap Gemini's customers were asking for collaboration on problems of major technology projects linked to their specific activity," commented Jean-Pierre Durant des Aulnois, Sogeti's development director. The two branches of the group will remain separate.

"We don't believe in a super-market concept," Mr Durant des Aulnois said. "It is too soon to tell how much cross-fertilisation there will be, since only a few projects have used both skill bases so far, but 'discussions are under way with a number of clients who now want to talk to us about global solutions,'" he added.

Other French computer services firms that have spread into management consulting include Compagnie Generale d'Informatique (CGI), which took over the European in early 1988, Dataid, which set up a 50-50 joint venture with Peat Marwick, and Steria.

Rubert Mallet, chairman of



CGI, France's oldest computer services firm, agrees that the need for global solutions is even though the numbers are not fully aware of it yet. "A computer installation is necessary for just about any project these days, even in human resources," he said. More customers are using both services offered by CGI group, even though the numbers are still small, he added.

Arthur Andersen has been offering the twin skills of management consulting and computer services for many years. Its consulting group is betting on 19 per cent growth rate for this sector between 1990 and 1994, against only 5 per cent for strategy consulting and 10 per cent for management/organisation.

Reflecting the growing demand for integrated consulting services, the Andersen consulting payroll has added 100 people since last year, according to Gerald van Kemmel, managing partner for France. Recent reports on redundancies here are false, he said.

Despite the sector's woes, Mr Durant des Aulnois is also bullish about the future. The world "must distinguish between the short-term economic impact and longer-term trends," he said.

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MANAGEMENT CONSULTANCY 7

SCANDINAVIA

Recession deals the local industry a body blow

INDEVO, one of Scandinavia's leading management consultancies, is confronting problems of the sort it is normally paid by others to solve.

Its bid during the 80s to become a power in the European consultancy sector proved unsuccessful, while a diversification of its activities also ended in failure. Its owners were then forced to file for bankruptcy protection after the collapse of Indevco's proposed merger with Bain & Co last year burdened them with sizeable debts.

Mr Ulf Hubendick, the Indevco president, believes however that the firm will prosper, although as part of a big international consultancy group. He predicts Indevco will have been sold by the end of the year, which will solve the owners' debt problems.

"We are optimistic about the future," says Mr Hubendick. He says Indevco made a profit

of SKr27m (£2.7m) during the first quarter, after suffering a loss in 1990, despite the recession that is gripping Sweden.

Other management consultancy firms have not been so lucky. Several leading firms in Sweden have filed for bankruptcy, and more closures are expected.

While the market for management consultancy services in Sweden grew by an annual

Several leading firms have filed for bankruptcy, and more closures are expected

rate of 10-15 per cent during the 80s, it has shrunk by an estimated 20 per cent during the past year to around SKr1bn. Demand for services in the other Nordic countries, each of them about half the

size of the Swedish market, has also fallen, with the most severe downturn occurring in Finland, which has the worst performance in the region.

Although the consultancy business is expected to recover in the next several years as the Nordic economies improve, one legacy of the recession is that international management consultancy firms are likely to strengthen their position in the Nordic market at the expense of local competitors.

The experience of Indevco is a case in point. Established in Gothenburg in 1971, its fortunes were initially linked with those of Mr Jan Carlzon, who used the services of the firm when he was president of Lufthansa, the domestic Swedish airline, and the Scandinavian Airlines System.

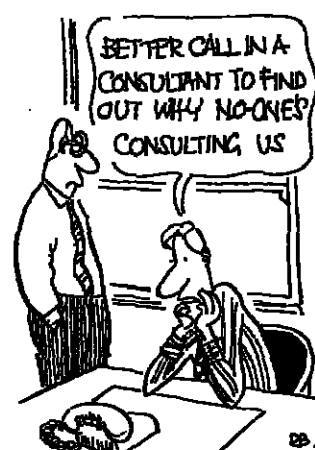
Mr Carlzon's success in reviving the airlines resulted in Indevco gaining more blue-chip corporate clients,

including Asa and Saab-Scania, as well as such state agencies as the Post Office and the Swedish State Railways. Indevco became the largest management consultancy firm in Sweden, claiming a fifth of the market.

Its roster of Swedish multinational companies fuelled ambitions for Indevco to expand into Western Europe and challenge such international consultancy firms as McKinsey and Booz Allen. "We wanted to be the European competitor to the big US companies," says Mr Hubendick.

Indevco decided to raise capital for its European expansion by being listed on Stockholm's over-the-counter market. It also diversified into other areas, such as executive recruitment, corporate advertising and corporate finance to achieve positive cash flow.

But expansion into Europe proved more difficult than



expected. Indevco's initial strategy of establishing its own offices in various cities, including Oslo, Helsinki, London, Zurich, Brussels and Madrid, proved expensive, and returns on the investments were slow. Indevco then sought to buy

other consultancies in Europe, but its efforts were frustrated by high purchase prices. In addition, some European consultancies expressed reservations about being bought by a Swedish firm. "We were regarded as coming from a peripheral part of Europe that was not even a member of the EC," Mr Hubendick recalls.

Indevco suffered a further setback in 1989 when its planned merger with Infina, a Swedish financial group, collapsed. The merger was designed to help support Indevco's international expansion, but Infina finally balked at the size of the investment.

Infina's withdrawal from the venture forced Indevco to consider its plans were too ambitious. When Bain & Co in May 1990 offered to buy Indevco in order to establish a presence in Scandinavia, the Swedes accepted. "Our attitude was, if you can't beat them, join them."

We saw the merger as achieving our goal of being part of a global network," says Mr Hubendick.

But mounting financial problems for Bain forced the US firm to pull out of the deal six months later. This created financial difficulties for Indevco's 80 partners, who had staged a SKr310m management buy-out of the firm as a preliminary step to transferring ownership.

'We diversified so much that we lost the focus... We are returning to basics'

ership to Bain. Moreover, Indevco's executive recruiting operations were suffering losses, while interest rates were climbing. As a result, the ownership group controlling Indevco

recently filed for bankruptcy and created a new holding company in co-operation with its biggest creditor, Skandinaviska Enskilda Banken, as part of a financial reconstruction.

It has sold its finance and executive recruiting subsidiaries, its corporate advertising agencies, Wellunder and Blankin, will also be sold, leaving Indevco to concentrate on management consultancy. "We diversified so much that we lost the focus on our TMC (Top Management Consulting) subsidiary. We are returning to basics," Mr Hubendick says.

He acknowledges Indevco tried to expand too quickly. "We are not supermen. We took business risks like any company and we simply did not succeed. As I tell my clients, it is OK to make mistakes. What is wrong is not to correct them."

John Burton

GERMANY

Chipping away at mountainous problems in the east

"NEVER," says Mr Werner Knecht, "was the use of consultants so much in demand and so necessary as in connection with the economic integration of Germany's new eastern states."

Anyone who has even an inkling of the problems associated with sorting out the chaotic economy of east Germany and aligning it to western standards will know what Mr Knecht, head of the new Berlin office of Arthur D. Little, the US-owned management consulting firm, means. As the 10th was taken off the rigidly planned East German economy after the border was opened in November, 1989, the true and wretched state of the country's industry emerged: an underdeveloped and overloaded infrastructure; acute cost burdens; an unbelievably high level of vertical integration; a weak service economy; poor productivity; and an almost total lack of management, marketing, and financial skills.

Since these are some of the things management consultants are supposed to try and put right, it is not surprising that they have been keen to set up in east Germany. But the problems are more fundamental than those of restructuring individual companies in the west, or advising on such aspects as technology, personnel, or costs.

Money, management skills, marketable products, confidence are missing

nel, or costs. In east Germany, the whole economy needs overhauling, not just parts of it. Companies lack money, management skills, marketable products, and, perhaps most importantly, confidence. Forty years of communist régime enforced with Teutonic efficiency have left people reluctant to show initiative and take risks.

"It was a very rigid, inflexible system," says Mr Wolfgang Schwarz of Hartmann & Partner, a Düsseldorf consulting firm which has set up in the east German town of Erfurt.

"Where any other company would not have thought twice about ordering parts and materials from a western supplier, they had to make everything themselves." This led to vast overcapacity of equipment and jobs, the reduction of which is causing painful social problems.

Even companies which were not starved of funds - most had to reveal all profits to the state - Berlin government, receiving only a tiny proportion back - and could thus invest, find the going tough. Mr Schwarz cites the case of a diesel-engine maker which had spent heavily on new plant, but of which the west European company would now build, namely an assembly line

where sections were inflexibly linked together.

In cases like these, the only option is to sell the equipment through foreign contacts. Infina is likely to buy some of this company's machinery. But even if operations can be streamlined and products made acceptable to the west, huge job cuts are needed at east German companies.

However, it is not simply a matter of struggling to turn companies around, or at least those with a chance of surviving. Mr Tom Sommerlatte, the European managing director of Arthur D. Little, based in Wiesbaden in west Germany, argues for a more forward-looking approach. "Unlocking the real performance potential of east German companies is a much more challenging and necessary task," he said at the recent opening of the Berlin office. It is, he says, the development of the regional economic structures within which firms can thrive.



East Germany, he reckons, "is not a suitable parade ground for the pure market economy." This broader approach involves the transfer of knowledge to the east, with universities and research bodies playing a part, as well as the forging of partnerships between manufacturers, suppliers, and service firms. In Mr Sommerlatte's view, it also requires not only the privatisation of east German companies through their sale to west German and foreign concerns, but also the return of many to their former owners, and the sale of others to their managers.

The idea of management buy-outs is gaining ground in east Germany. Hartmann's Mr Schwarz feels management buy-outs offer a way to future corporate prosperity, noting that the Treuhand, the east German privatisation agency, is now keen on such ventures.

In the view of Mr Eugen von Koller, a partner in Roland Berger, the German consultancy owned by Deutsche Bank, management buy-ins should also be promoted. "The Treuhand has to think about how to bring over managers, managers, he points out. Others have found competent managers from the ranks of middle management - in most cases, the top level is burdened with past political and economic mistakes - and also have good technical people. The real problem areas are heavy industries like shipbuilding, mining, and steel. Here, real corporate survival specialists are required, and these mostly have to come from the west. For sectors like electronics, chemicals, and textiles, the collapse of eastern European markets has been a

blow, but better products and more imaginative management and marketing can make a big difference.

Mr von Koller cites the examples of two textile companies. One, making curtains, has a name in the west and could be in profit next year. The other, producing materials, has already cut its workforce by half and will have to shed more workers; its new range has led to rising orders, but break-even is two or three years away.

'The management potential is there, or it can be provided through buy-ins'

Although management capacity is in short supply in the east, firms like Hartmann and Roland Berger have tried to recruit east Germans as consultants. Hartmann took a nucleus of six people from a local unit of the big Robotron electronics concern for its Erfurt operation. "You can't just send in managers from the west," says Mr Schwarz. "They don't have the feeling for local conditions. They are seen as know-alls." As Mr Knecht pointed out in Berlin, east Germans' experience with consultants has not always been favourable. "Pseudo-consultants" flocked eastwards to earn quick D-Marks. Some are still around, but it is the heavyweights and specialists among the consultants that are now most needed in the east.

Andrew Fisher

SPAIN

Much catching up to be done

IN THE second half of the 80s consultants became the trendiest professionals around in Spain and consultancies started to spring up like mushrooms on Castile's mountain ranges after the first autumn rains.

Anderson Consulting, a by-product of Arthur Andersen, had 1,400 consultants three years ago, has 3,570 at the latest count, and continues to hire 300 graduates a year. Small, specialised firms such as Harper and Lynch were one-person shows in 1988. That firm's founder, Kambiz Goharriz, now employs 40.

"The management consultancy market here is still immature, and the potential is huge," says Manuel Balmaseda, chief executive in Spain of a US-based Hay consultancy group. Working the human resources niche, Hay's turnover has increased from \$2.5m three years ago to an expected \$6.5m-7m this year, and it has tripled its staff to 70 consultants.

The demand for expert advice goes right across the board of the consultancy business, and the common theme is that there is a lot of catching up to do. "Spain has ancestrally arrived late in everything and now suddenly it wants to get in early," says Jose Luis Carrascosa of Anderson Consulting. "We are a tortoise that is becoming a hare."

Domestic business was roused from its slumber by Spain's joining the European Community in 1986 and was startled out of bed when foreign firms made Spain a favoured investment target.

European membership and now the prospect of the single market has changed the goal posts on the playing pitch of Spanish business, and the play-

ers need new trainers to teach them the new market rules. "When there are great discontinuities, drastic changes such as the new European environment, there are typically important opportunities for those who offer outside expertise," says Carlos Campos Calvo Sotelo, chief executive of McKinsey in Spain.

"Europe was a catalyst. Suddenly a business discovered that a French company was opening up next door and that a German firm had acquired one of its rivals," says Asis Martin-Oar, the senior industrial marketing executive at Sofemasa, the Spanish arm of France's Sofres. "Overnight, the Spanish business faced new competitors and new public strategies that threatened its livelihood and so it came to people like us to sort out its problems."

The auditing branch of the consultancy business has boomed because the implementation of EC directives has forced domestic firms to professionalise their balance sheets. The introduction of information systems is a second high growth area and a company such as Anderson Consulting can have as many as 100 of its partners spending at least a year permanently seconded to a firm that is overhauling its hardware.

Companies specialising in broad business strategy have found rich pickings in a environment marked by mergers and acquisitions and where, as one senior consultant put it, "there is still everything to be done." McKinsey, traditionally discreet about its operations, admits to a consistent and sustained growth of its business in Spain.

Arguably the most creative



and most complex area of the consultancy market in Spain concerns human resources. "There is real leverage to be gained simply from transferring management skills from north to south," says Anthony Pralle of the Boston Consultancy Group. "There is a big demand from firms which want to know how things are done in Europe and consultants who can provide comparisons have a lot to offer."

Skills and tricks, ranging from the introduction of new products to the market segmentation of existing ones, can pay immediate dividends.

The complexity sets in when firms and their consultants face up to the rigidities of a managerial tradition in Spain that is the antithesis of the flexible and decentralised management of the 90s. Employees in general adhere to a highly regulated system of job classifications and also to extensive labour laws that protect against dismissals which evolved during the Franco period of economic autarky, and have stoutly lived on in a

new democratic and market-orientated climate.

"You are up against changing a corporate culture that revolves around what you do and not how you do it," says Enrique de Mulder, the human resources expert at the Ray group. Salaries in Spain are structured to the person and his or her seniority and not to the job. Job evaluations and performance appraisals, incentives and bonuses are all new notions in the Spanish environment. While the pace of foreign investment in Spain may have ebbed, the consolidation of such acquisitions requires considerable industrial relations expertise.

"Middle management, where you find people anchored to their jobs and protected by a legal system, is very problematic," says Kambiz Goharriz, chairman of Harper and Lynch. "There is a terrible inertia and you come across firms that have their hands tied because they cannot afford the dismissal payoffs."

The firms that call in outside help find a second problem when it comes to meeting the fees that govern the consultancy business. Hay's chief executive, Mr Balmaseda, stresses that the future of the consultancies business depends on one level on changing what is a necessity for expert advice into a demand for it. On another, it rests on the ability of the consultants to improve the quality of their services.

The onset of 1993 should step up the demand, and the growing regiment of consultancies should, because of the sheer weight of its number, lead to increased competitiveness and improved services.

Tom Burns

OCIE set to stand on a few toes

PARVENU or threat. Mr Christian D. de Foulou would probably object to both appellations, yet he has ambitions for consultants in Europe which, at the very least, may well tread on the toes of FEACO.

Mr de Foulou is secretary-general of the Organisation des Consultants Internationaux Européens (OCIE), located in Geneva and founded in April this year.

OCIE has two aims:

■ To become "the voice" of consultants throughout Europe and to represent and protect their interests in Europe; and

■ To assist people of organisations especially the supranational organisations - in formulating their consulting needs

and finding the appropriate consultants.

To the latter end, it plans to seek consultative status with the United Nations and its associated agencies, and the European Community.

Mr de Foulou says the benefits of belonging to OCIE are many:

● The organisation plans to publish an annual register of "international consultants";

● To represent its members in intergovernmental, non-governmental and regional organisations;

● To offer improved monitoring of consultancy opportunities offered by international agencies (the World Bank, the UN) and advise members as to how best these business opportunities might be

taken advantage of; and

● To act as a clearing house for information concerning the profession.

Membership of OCIE is open to individuals and companies.

The principle qualifications for admission are 10 years' experience in conducting international assignments, and recognised qualifications in at least one functional specialisation.

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MANAGEMENT CONSULTANCY 8

Christopher Lorenz on a controversial thesis

Management of change

ASK almost any company, successful or struggling, to say which issues are at the top of its priority action list for the '90s, and it will declare that one of the highest is nothing less than the transformation of its corporate culture, organisation and behaviour. Such an all-round revolution is needed, it will argue, in order to cope with faster-moving competition, and other accelerating changes in the business environment.

Naturally enough, more and more consultancies and training organisations are also pounding into the "change management" field as fast as they can go - only this week Ashridge, the British-based management education organisation, announced the formation of an "International Institute for Organisational Change", based in central France.

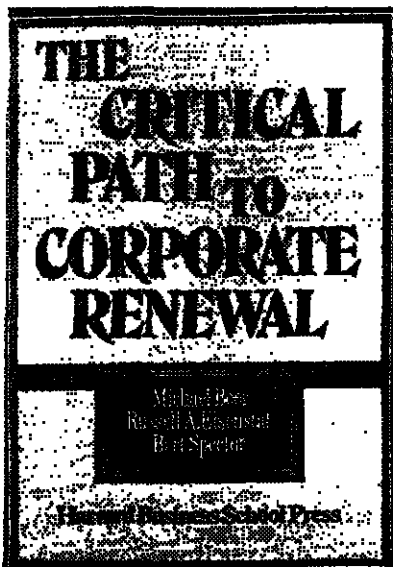
Quite a number of individual academics are also "converting" to the topic: not just specialists in organisational behaviour and human resources, but also strategy experts. Some of them, at least and elsewhere, are internationally renowned, but not all: one does not need a first-class mind to spot both a huge consulting opportunity and a fascinating subject for study.

So it is not surprising that a book which appears to challenge most conventional wisdom about the management of corporate renewal has caused quite a stir in its home territory of the United States. Europe, too, has been feeling its first ripples since an article based on it appeared in the Harvard Business Review just before Christmas. At almost any seminar on change management this year, the book has proved a controversial talking point.

On close inspection, however, it is not quite what it seems - nor what the authors, academics Michael Beer, Russell Eisenstat and Bert Spector, have claimed it to be.

Beer and company certainly summarise their message at the start of the book in eye-grabbing fashion. They claim that:

■ Starting corporate renewal at the top is a high-risk revitalisation strategy not employed by the most successful companies.



■ Change efforts that start by creating corporate programmes to alter a company's management culture are inherently flawed, even when supported by top management.

■ Formal structures and systems are the last things an organisation should change when seeking renewal - not the first, as many managers assume.

■ Effective changes in the way an organisation manages people do not occur by changing the organisation's human resource policies and systems.

■ Organisations should start corporate revitalisations by targeting small, isolated, peripheral operations, not large, central, core operations.

■ It is not essential that top management consistently practise what it preaches - "walks as it talks" - in the early stages of renewal, although such action is undoubtedly helpful.

These claims are certainly refreshing and provocative, especially the first, second and last. But they are also decidedly thin compared with the body of the book, which is altogether more subtle. Time after time, it qualifies such

upfront statements.

For instance, having castigated top-down "programmatic change", the authors go on to say that they mean that company-wide programmes are useless or even harmful "in isolation" - that these can play an important role, but that they need to be "offset" by interventions at the level of individual business units.

In other words the book's definition of "programmatic change" is so narrow as to limit the validity of much of its criticism. Reading the book with care, one suspects the authors have indulged in the creation of "straw men" arguments in order to grab attention and make headlines. Either that, or the average American company (their target audience) is more prone to simplistic change programmes than its European counterpart: to the latter, much of what the book argues, in its fine detail, will seem commonsensical.

This is not to gainsay the book's value, as a comprehensive aide-memoire, either to a company already in the midst of change, or one contemplating how to spark such a process.

Its most fundamental point strikes at the weakness of most existing change efforts: their reliance on altering people's behaviour by first changing their knowledge and attitudes.

In reality, the authors argue forcefully, the key to successful revitalisation is a redefinition of work roles, responsibilities and relationships, in order to align them with the main competitive challenges of the business. This "task alignment" (realignment would have been a more precise word for this concept, which runs like a leitmotif through the book) will force new behaviour on people, thereby changing their attitudes.

"Task alignment" differs from programmatic change partly in that these changes are made without first modifying the organisation's formal structure, say Beer, Eisenstat and Spector. In this they echo an emphasis on informal reorganisations which has become a running theme of management literature in the last few years.

A second very useful insight is the

book's secondary leitmotif, of three Cs: co-ordination (the need for cross-functional teamwork if an organisation is to find, and act quickly upon, opportunities to improve the cost and quality of its products or services); commitment (throughout the organisation); and competence (again universal).

There is also considerable merit in the book's advice to top and senior managers on:

■ How to create a climate for change; ■ How to mobilise energy (with a so-called "velvet glove" that looks mighty heavy by the standards of participative European companies); and ■ How each leader or manager can develop a mixture of "hard" and "soft" behaviour which is convincing, rather than inconsistent.

Two other helpful maxims are tucked away deep inside the book. First, that "to follow the critical path successfully, an effective leader must be clear about ends but flexible on means". Second, that at any level of an organisation, revitalisation occurs only when there is a consensus among key organisational members that its benefits outweigh its risks.

Principles such as these are just as applicable in organisations with a considered, differentiated approach to renewal as in those which have fallen for the Beer trio's *bête noir* of crudely "programmatic" change.

But one's caveats remain. Especially

irksome is Beer and company's apparent provision of carte blanche for corporate top managers not to bother, in the early phases of renewal, to force themselves to practise what they preach (a precept which for years has been deemed fundamental to change management). The book later makes clear that this degree of latitude applies only to corporate management, not the heads of divisions or business units.

Moreover, having declared that renewal can hardly ever be successful if initiated from the top, the authors go on to concede several times that this is perfectly possible, provided the top has the sense to plant the initial seeds of change in selected units far from head office, rather than blundering right across and down the organisation in a fully frontal fashion.

Any one of the [corporate] actors can begin the process of revitalisation", just so long as each recognises its own limitations, the trio concludes.

The Critical Path to Corporate Renewal by Michael Beer, Russell A. Eisenstat & Bert Spector. Harvard Business School Press. £19.95. US\$24.95.

Wilf Altman looks through the literature

What's new on the bookshelves

IT SEEMS appropriate to start this round-up of some of the more impressive recent books on management with a brand new ringside view of this booming industry which now penetrates most boardrooms in Britain:

Management Consultancy - The Inside Story

by Clive Rasmussen and David Oates (Mercury Business Books, £25.00). The authors have probed different, talking to a wide range of consultants and clients, profiling some leading consultancies and offering a selection of illuminating case studies which seek to supply the answer to the question why some of the world's most successful companies have an apparently insatiable appetite for outside expertise.

Expertise is, of course, the key, and it applies to such new developments as IT and other specific management disciplines, but also independent, objective advice, especially at times of boardroom upheavals, and a preference for outside help in cases of restructuring, trimming excess fat and planning new strategies.

Price Waterhouse was the first of the "big eight" UK accountancy practices to enter the management consulting arena deliberately in 1948. Today, significantly, Neville Chedoke, the senior partner of the firm's management consultancy division, which has been joined as an engineer, advising clients on production and stock control systems.

Accountancy firms apparently started to move into management consulting as long ago as the late '20s when companies in financial difficulties were referred to them by the Bank of England and City institutions. To the extent that the City is now far more concerned about companies in which significant institutional funds are at risk, future prospects for consultancy, whether supplied by the big names in the profession or by the growing army of independents, appear rather promising.

Modern Competitive Strategy

by Sharon Oster (Oxford, £24.00). Are academic economists really competent to analyse the harsh realities of markets and competition in the turbulent '80s and '90s? What this book is clearly concerned with - and examines with some insight - are the values of a range of management concepts and principles, especially strategic planning. Strategic planning is claimed to be a way of informing and improving the choices which can be made by an organisation. It's about creating and managing change, although the author admits that such planning was often ineffective in the USA in the '70s and '80s because it failed to offer a formula for making money.

Understanding Company Strategy

by Brian Houlden (Blackwell, £18.50). "Plans which are based on numbers projected into the future are worthless," Sir Adrian Cadbury writes in his erudite foreword. "Since the numbers will be wrong in any case, it is argued, 'extended budgets of this kind remain untouched in desk drawers which is the best place

for them. What matters is the thinking behind the numbers."

The book's focus is on practical examples of strategy, or lack of it. Why, for example, did Cadbury Schweppes diversify and buy Typo and Jeyes? And why did it take so long to divest and improve performance? How did Jaguar plan a successful new strategy? What influenced ICI's development of a more strategic direction?

Thinking strategically may appear as difficult as fighting for growth when the name of the game is survival, but the author makes the most convincing case yet why strategy and strategic planning are critical to success.

Successful Business Operations

by Len Hardy (Blackwell, £25.00) complements an earlier work, *Successful Business Strategy*, and is unashamedly about winning, by a man who achieved success with a corporate trading giant in one of the toughest marketing battlegrounds known.

What the former chairman of Lever Brothers offers is not so much the cut and thrust of battles fought and often won, but a step-by-step textbook approach based on his considerable distilled experience as well as a no-nonsense rundown of the interplay of marketing techniques employed in a variety of situations which form the book's chief strengths.

Charting the Corporate Mind

by Charles Hampden-Turner (Blackwell, £16.66) roams the field in stimulating style from white products to motor insurance, from television sets to personal computers, from Europe to America and from West to East, in order to examine how strategic dilemmas are best resolved.

The result is a fascinating study of management at Shell Oil, Apple Computers, Hanover Insurance, Hotpoint, Creda, Thorn and others. The author's aim is to broaden the definition of intelligent corporate thinking and action to include more than technical rationality "which tries to identify the most logical and efficient means to achieving the goals set for the organisation".

The Employee Revolution

by Kevin Thompson (Pitman, £24.95). Just what, it may be asked, is corporate internal marketing? Thompson's explanation is that "just as external marketing is an accepted part of business practice, so will internal marketing take its place in successful organisations within the next decade".

The concept of corporate internal marketing is that highly sophisticated marketing techniques normally targeted at external customers - to persuade them to buy a product or service - can be used to great effect on employees. This dramatically improves their understanding of an organisation's objectives, plans and action, thus raising motivation and productivity, reducing staff turnover and absenteeism, creating better teamwork and less resistance to change. Will marketing directors rather than personnel executives now seek to win the hearts and minds of the newly enlightened workforce?

Competent to Manage

by Mick Silver, ed. (Routledge, £35.00). Contributions by 25 top managers, academics and consultants combine to underline the scale of the problems of training for managers and entrepreneurs examined in this book, and "the luck of the draw" for those who benefit from the right mentors. Yet how can any formal management training teach innovative, entrepreneurial and creative skills?

Professor Charles Handy's development of managers is still a muddle. "There is much that is good in what is currently done, but there is no clear pattern of consistency. It is hard for a young man or woman to know how best to prepare themselves for a business career or for management; it is hard for a firm to know what they should expect by way of pre-entry preparation and what they should do thereafter to help someone develop. Because it is unclear, too many young people and too many firms do nothing."

Entrepreneurship Education

edited by Calvin A. Kent (Greenwood Press, £35.95) affirms that although Britain's diverse routes and views on training for management are almost clear, cut compared to the provision of entrepreneurship education programmes in the States, the same critical attitude permeates the debate. A veritable explosion of courses aims to develop an entrepreneurial attitude at all stages of the educational process.

A notable contribution argues whether the views of Austrian economists Schumpeter, who equated entrepreneurship with innovation on the grand scale, *à la* Rockefeller and Morgan, would have been appropriate today when the process of incremental innovations rather than giant leaps forward is needed.

Joining the Inner Circle - How to Make It as a Senior Executive

by Ernest Auerbach (John Wiley & Sons, £19.95). Robert Townsend, Mark McNamara and Tom Peters are now joined by a new American author with a down-to-earth success formula for "making it" on the corporate ladder in the first place, surviving and succeeding in the senior ranks. This book is aimed at the highly ambitious, and offers a very readable step-by-step guide and a game plan for winning for those who really want to make the big time in large corporations.

Auerbach writes from considerable distilled experience. A lawyer by training and a former US Army Colonel, he was President of New York Life Insurance's Worldwide Holding Inc. and has also held executive and legal positions with Xerox, NL Industries and INA. The fact that he has also held senior appointments in Europe brings a neat global touch to a narrative which might otherwise have proved insular in today's competitive international business setting. What makes Auerbach's approach of particular interest is his analytical breakdown and commendable personal philosophy and style.

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INSIDE

Hanson profits edge ahead in first half



Hanson, the acquisitive Anglo-US conglomerate, reported a 3.2 per cent rise in interim pre-tax profits to £588m (\$1.01bn). Most of the growth came from its US industrial division which included a six-month contribution from Peabody Coal, the mining company acquired in April 1990. Hanson is looking for further takeovers, although Lord White (left), who heads the group's US businesses, said that current share prices failed to reflect the lower earnings that many companies were now reporting. Page 28

Union sets tough test



Chile's year-old civilian government is this week facing its most critical labour issue so far. The Copper Workers' Confederation will be pressing for large wage increases when pay talks begin with the state copper corporation, CODECO. After General Augusto Pinochet's 16-year dictatorship, the unions are bristling to test their strength. Lesley Crawford reports. Page 30

Last stitch stand



At lunchtime on Friday, hostilities will cease between textile groups Coats Viyella and Tootal. That is when votes will be counted to see whether Coats has won enough shareholder support to win control of Tootal. Alice Rawsthorn looks at what will happen if the bid succeeds. Page 28

Tender mercy from Ministry

Tenders are not often used in Japan, but a concession by the Ministry of Finance could make them more popular. The Ministry will allow Japanese investors to submit bids for shares in the two Scottish electricity companies to be privatised this month, at the same time as applying for them at the fixed price in the offer. Claire Pearson reports on how the Ministry has relaxed regulations on public offers. Page 24

Two US insurers file for protection from creditors

First Executive Corporation, which takes in the Executive Life unit in California and the smaller Executive Life of New York business, has filed for protection from its creditors under Chapter 11 of the US Bankruptcy Code in the Los Angeles courts. Also, Citicorp and other senior lenders to First Capital Holdings, parent company of San Diego-based First Capital Life Insurance, filed an involuntary bankruptcy petition, to place FCH in Chapter 11. Page 22

Market Statistics

Base lending rates	42	London traded options	24
Benchmark Govt bonds	23	London trade options	24
FT-4 indices	24	Managed fund service	30-41
FT 1st bond price	23	Money markets	22
Financial futures	22	New lot bond issues	23
Foreign exchanges	24	World commodity prices	38
London recent issues	24	World stock net indices	43
London share service	30-37	UK dividends announced	37

Companies in this issue

ABB	20	Hagermeyer	21
Adia	20	Hartlepool Water	28
Adrian	20	Huntingdon Int'l	28
Alcatel	20	Internatio	21
Allied-Lyons	20	J.C. Penney	27
Amalgamated	20	Leeds Group	27
Amalgamated	20	L'Oreal	20
Amalgamated	20	Manpower	22
Amalgamated	20	Marika and Spencer	25
Amalgamated	20	Merrill Lynch	22
Amalgamated	20	Moviel Group	26
Amalgamated	20	Procter	20
Amalgamated	20	Schindler	21
Amalgamated	20	SGL Services	22
Amalgamated	20	Telcel	22
Amalgamated	20	The Limited	22
Amalgamated	20	Tiffany	22
Amalgamated	20	Tornel Industrial	26
Amalgamated	20	Vaux Group	26
Amalgamated	20	Volvo Car	20

Chief price changes yesterday

FRANKFURT (DM)			PARIS (FF)		
Rhine	1150	+ 40	Paris	705	- 36
Metallgesellschaft	670	+ 20	Frankfurt	554	- 16
Deutsche Bank	1025	+ 10	Deutsche Bank	2530	- 120
Continental AG	155	+ 12	Santander	853	- 39
Harrold	400	+ 25	Telekom	3525	- 112
Pharmacia	870	+ 25	Telekom (Vest)		
LONDON (Pence)			LONDON (Pence)		
Amalgamated	25 1/2	+ 1/2	Amalgamated	1440	+ 100
Amalgamated	25 1/2	+ 1/2	Amalgamated	880	+ 54
Amalgamated	25 1/2	+ 1/2	Amalgamated	860	+ 100
Amalgamated	25 1/2	+ 1/2	Amalgamated	1070	+ 100
Amalgamated	25 1/2	+ 1/2	Amalgamated	1200	- 100
Amalgamated	25 1/2	+ 1/2	Amalgamated	1200	- 100
Amalgamated	25 1/2	+ 1/2	Amalgamated	1200	- 100

New York prices as at 12.30pm.

LONDON (Pence)			LONDON (Pence)		
Amalgamated	475	+ 27	Amalgamated	108	- 6
Amalgamated	28	+ 5	Amalgamated	123	- 5
Amalgamated	85 1/2	+ 5	Amalgamated	785	- 15
Amalgamated	1158	+ 57	Amalgamated	118	- 3
Amalgamated	155	+ 17	Amalgamated	415	- 11
Amalgamated	244	+ 14	Amalgamated	767	- 23
Amalgamated	25	+ 10	Amalgamated	358	- 12
Amalgamated	120	+ 5	Amalgamated	367	- 13
Amalgamated	344	+ 25	Amalgamated	340	- 13
Amalgamated	27	+ 13	Amalgamated	160	- 10

Continental divided on Pirelli talks

By Katherine Campbell in Hanover

SENIOR officials at Continental, the German tyre maker which last week saw the sudden departure of its chief executive, yesterday made public their disagreement about the aims of the company's talks with its Italian tyre rival, Pirelli.

Board members appeared principally divided about whether a merger of the two businesses constituted the ultimate goal of talks due to start at the end of the week.

Only days after Mr Horst Urban, the chief executive, resigned, the new speaker of the management board, Mr Wilhelm Winterstein, attempted to downplay any change in company

strategy. "We will sit down [with Pirelli] at a common 'round table' without preconditions, and discuss possibilities for mutual co-operation," he said.

He added that the absence of preconditions meant that Pirelli's original proposal for a merger, ultimately giving the Italian group control, had now been withdrawn.

Mr Winterstein argued that a merger made "no economic sense whatsoever", given the uncertain direction of both companies' earnings in coming months.

Mr Ignolf Knaup, the finance director, complained that the Italians had still not disclosed the

identity of their supporting shareholders, which at one stage allegedly represented 91 per cent of Continental's capital.

Mr Winterstein has been appointed as the more egalitarian "speaker" rather than with Mr Urban's former title of chief executive. Yesterday he heard other board members speak more positively of the Pirelli talks.

Mr Günter Sieber, responsible for tyre marketing and sales and who will accompany Mr Winterstein at the first round of talks, described as "progress" the fact that both sides could talk about "all forms of co-operation".

He said Mr Winterstein was stressing the short-term disadvantages of a merger. That was quite different from dismissing the longer-term possibility.

The head of ContiTech, Mr Peter Harverbeck, also saw as positive the fact that personal frictions between Mr Urban and the supervisory board were past.

However, Morgan Grenfell, the UK advisors called in by Mr Urban to repel the Italian's initial approach, have been retained.

While a central point of Continental's original Pirelli rebuff had been its stronger earnings, the Germans yesterday revealed that net income for 1991 would be "clearly down" on 1990.

That would affect the dividend, the company said. Continental

halved its dividend to DM4 a share for 1990 after a 59 per cent decline in net profits to DM438.4m.

The poor outlook for earnings was blamed on the group's loss-making General Tire operation in America, faced with keen price competition and a fall in output in the US car industry.

For the first quarter of 1991, group tyre sales improved 14 per cent, but the D-Mark value of US sales fell back 14 per cent - giving, with a 22 per cent jump at ContiTech, the non-tyre operation, a 9.4 per cent growth in total group sales to DM2.2bn.

For the whole of 1991, Continental expects sales to improve by about 10 per cent to DM9.4bn.

In for the kill or a motive for merger?

Clive Cookson looks at the secret buyer of ICI shares

If Imperial Chemical Industries lives up to its old reputation as the bellwether of the British economy, and if the UK economy is indeed on the brink of a revival - then the timing of yesterday's mysterious ICI share buy could be masterly.

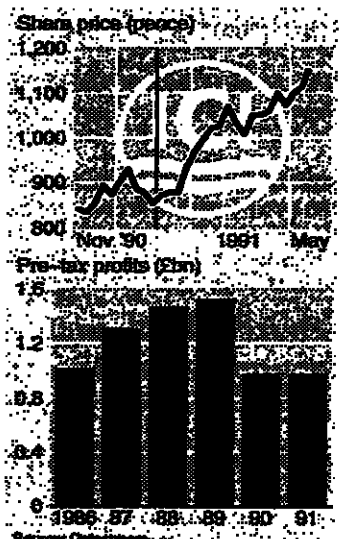
"I suspect that the second quarter of 1991 will be the nadir for ICI and that there will then be a slow recovery," said Mr Jeremy Chantry, chemicals analyst at Kleinwort Benson Securities. He is in the camp that believes "ICI is one of the best recovery plays for 1992".

Others feel that ICI's own structural problems and the overcapacity of the worldwide chemicals industry mean that its shares are overvalued. For example, Ms Jinky Price of BZW said that at £11 the ICI share price already fully discounted a recovery in earnings before 1992.

Assuming that yesterday's buyer does not want to sit quietly on a 2 1/2 per cent stake in ICI, there are two possible motives for the swoop. It might be the first move by a predator such as Hanson who wants to dismember ICI and sell off its constituent parts at a profit. Or it could be a strategic move by another international chemical group interested in collaborating with ICI or in buying a business.

Although mega-bids are out of fashion in financial and banking circles, "this might be Lord Hanson's crowning glory," said Mr Chantry. Hanson could come up with the £11bn (£19bn) that would be probably be required to bid successfully for ICI.

Anyone attempting to take over ICI would face intense political opposition. ICI's pull in the corridors of Whitehall and Westminster diminished steadily during the Thatcher years but, as Britain's largest manufacturing company, it still wields considerable influence. The union would also campaign vigorously against a predator which threatened to run down ICI's 53,000-strong UK workforce faster than the company's existing management is already planning.



"We do not see the long-term benefits of demerging, unbundling or spinning off major businesses," Sir Denis said in an interview with the Financial Times in February. "When you look at the successful German, Swiss and American chemical groups, none of them is talking about unbundling or spinning off businesses."

A UK-based buyer such as Hanson, BTR or Shell could probably overcome the political obstacles and take over ICI, but only if it paid enough to win over the financial institutions and the company's loyal private shareholders. The foreign company, even from the EC, would probably find those obstacles insuperable.

"Whatever you think of ICI, chemicals are one of Britain's few industrial success stories," said one analyst. "There are very few other sectors in which one of the world's top five companies is British."

If the buyer is another chemical group wanting to press ICI to agree to a joint venture or business deal, then the most likely target is ICI Pharmaceuticals. The drugs business is widely seen as ICI's most prized possession. In 1990, it contributed 47 per cent of ICI's profits on just 11 per cent of group turnover.

ICI Pharmaceuticals would be a tempting partner for a chemical group which wanted to build a global drugs business. If combined with a similar-sized drug company, ICI Pharmaceuticals would provide a solid base to take on giants such as Merck and Bristol-Myers Squibb of the US, or Glaxo and SmithKline Beecham of the UK.

Daimler-Benz to cut costs as profits rise 4% in quarter

By Andrew Fisher in Frankfurt

DAIMLER-BENZ, the German motor, aerospace, and electronics group, has embarked on an ambitious cost-cutting programme to strengthen its profitability in the face of currency fluctuations and rising domestic costs.

"By 1995, we plan to save roughly DM45bn (£6bn) a year," Mr Edgar Reuter, the chief executive, said. He gave no details, but said all parts of the group would be affected. In the long term, it could mean group employment would grow abroad, but not in Germany.

Daimler-Benz announced a 4 per cent increase in group net profits to DM420m for the first quarter of 1991. Turnover was also 4 per cent higher at DM19.8bn. European Community sales were 12 per cent higher at

DM13.4bn, with all the growth coming from Germany. Foreign sales suffered from economic downturn and the continued weakness of the dollar and yen.

Last year, the strength of the D-Mark against the dollar and the yen lopped DM2bn off sales. Turnover in 1990 was 15 per cent higher at DM25.5bn, with pre-tax profits down by 10 per cent to DM4.2bn. Net profits were 6 per cent higher at DM1.8bn; at unchanged exchange rates, they would have been DM400m higher.

The group, which sells almost 15 per cent of its Mercedes cars in the US, suffers when the dollar is weak. However, Mr Reuter said the currency effect on profits would be more favourable this year. The dollar has strengthened recently.

Mr Reuter expressed optimism about the current year. He said he expected Daimler's conservatively calculated operating profits to turn up again. Turnover for the year should be 10 per cent higher at DM94bn. "The dry spell is not yet over, but its end is approaching and we expect profitability to improve."

In 1990, earnings per share were down from DM51.05 to DM47.90. Mr Gerhard Liener, the finance director, said: "There is no reason why we should be satisfied with them." Cash flow, however, was 12 per cent higher at DM6.7bn.

To stem losses at its AEG electronics subsidiary, the group hopes to agree the partial sale of its Olympia office equipment unit.

Ford UK falls into £274m loss

By Kevin Done, Motor Industry Correspondent, in London

FORD of Britain, the UK subsidiary of the US car maker, suffered a dramatic financial reversal last year plunging into a pre-tax loss of £274m (£424m) from a pre-tax profit of £483m in 1989.

The company said yesterday that it was still operating at a pre-tax loss in the first quarter. Mr Bill Brooks, finance director warned: "If we project forward from where we are today we will not make a profit in 1991."

The pre-tax loss, the first since 1971, was influenced by the financial burden arising from the US carmaker's £1.56bn takeover of Jaguar, the UK luxury car producer, at the end of 1989.

The acquisition was formally carried out by Ford of Britain, which its troubled US parent company has left to carry the financing costs and to absorb Jaguar's heavy operating losses. Ford itself is running up losses

on its North American automotive operations and has chosen not to inject fresh equity to strengthen the stretched balance sheet of the UK operations.

Ford of Britain said that its £274m pre-tax loss took into account a \$56m pre-tax loss by Jaguar and interest (£235m) and goodwill (£34m) costs arising from the takeover.

Operating profit, before interest charges and other financial items, fell 73 per cent to £138m from £489m. The operating performance would have been even worse but for a change in the method of accounting for depreciation which resulted in an £94m credit to the operating profit.

Excluding 12 non-automotive businesses and the impact of the Jaguar acquisition, Ford of Britain said its pre-tax profit fell by 87 per cent to £61m from £483m in 1989.

The group made a record pre-tax profit of £673m in 1988, and its second-best ever profit of £483m in 1989.

Mr Derek Barron, chairman and chief executive of Ford of Britain, was forced to take a second successive pay cut last year by 30 per cent to £214,066 from £305,884 a year earlier and £333,357 in 1988.

Excluding Jaguar, Ford yesterday blamed its financial set-back in 1990 on the "effects of a weakening market resulting from a deepening recession combined with lower production volumes because of industrial action."

Its performance was in sharp contrast to other leading car-makers operating in Britain. Vauxhall, the subsidiary of General Motors of the US, Rover, the British Aerospace subsidiary, and Peugeot-Talbot, the subsidiary of Peugeot of France, suffered only modest profit declines in 1990 of less than 15 per cent.

Generali issue aims to raise L1,760bn

By Haig Simonian in Rome

ASSICURAZIONI Generali, Italy's biggest insurance group, is raising about L1,760bn (\$1.4bn) through a complex rights issue involving 145.75m new shares.

The shares will be issued at L12,000 each. The company will also issue new warrants on a one-for-four basis.

Generali, which is one of the bidders for part of the business of the UK's Export Credits Guarantee Department, gave no indication as to how it intended to use the new funds.

In a variation of its dividend policy, the group is paying L160 per share, against the L350 per share dividend and one-for-10 bonus share which was paid the previous year.

However, the latest dividend also includes one free savings share in Alleanza, the life insurance group controlled by Generali, for every 250 Generali shares held.

Based on current market prices, the value of the total payment will be about L1.4bn above that made the previous year, according to Generali.

Net profits last year fell to L351.2bn from L390.2bn in 1989. The setback, largely expected, reflects the increasingly heavy underwriting losses affecting most of its insurance, motor and fire insurance in particular. The company gave no figure for consolidated group profits last year.

Generali made some L162.1 bn profits on the sales of securities, and a further L24.5bn on property transactions last year. Group premium income, including inter-group reinsurance premiums, rose by 16.1 per cent to L15,635bn. Adjusted for disposals and other changes, the increase was 10.7 per cent.

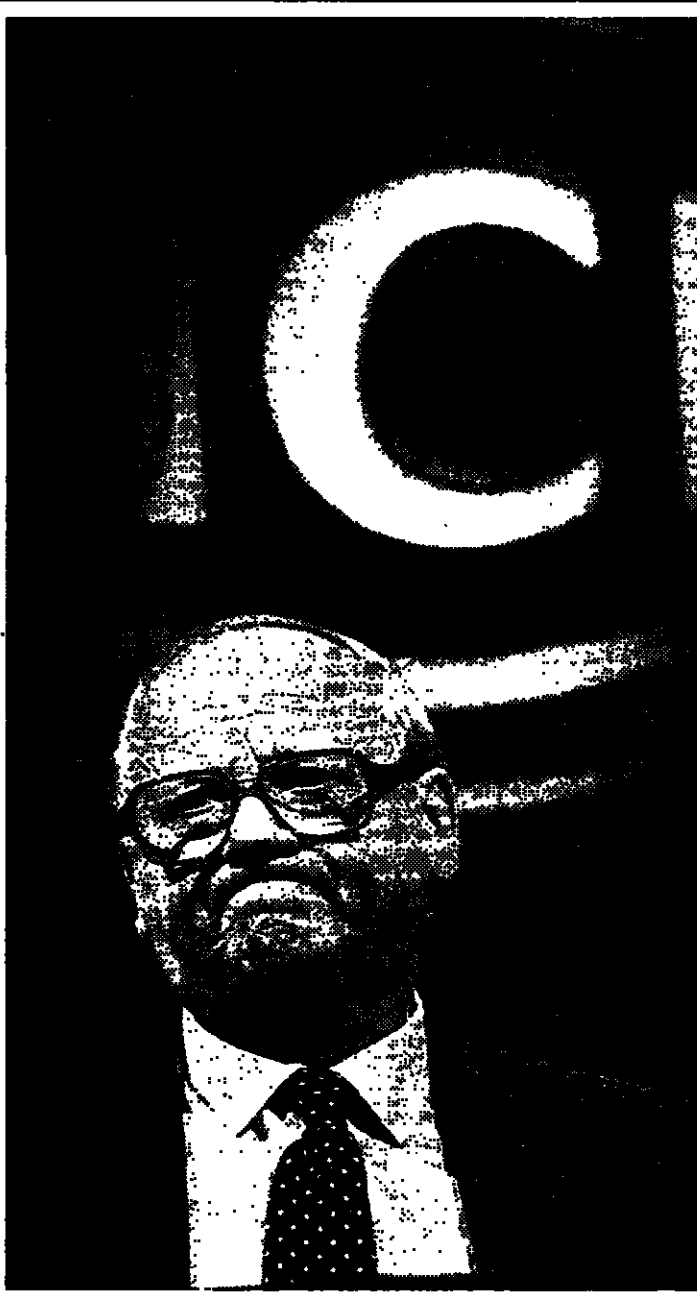
Premiums at parent company level rose by 13.6 per cent to L6,253bn, of which L3,954bn derived from Italy and the rest from abroad.

Premiums on liability insurance rose by 11.8 per cent to L3,785bn, while life insurance premiums jumped by 16.3 per cent to L2,468bn.

Westdeutsche Landesbank, the German bank, expects 1991 group operating profit to be about 1990's DM800m (\$467m), Reuter reports.

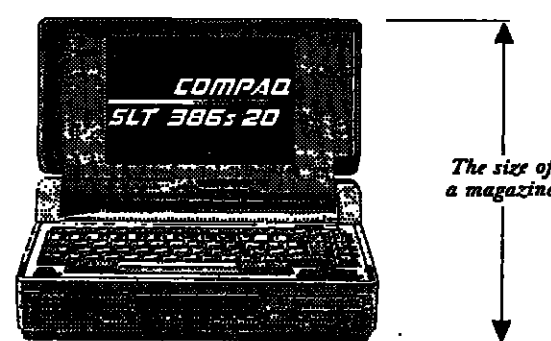
Chairman Friedrich Nether said earnings in the first months of 1991 had been satisfactory. First quarter group operating profits of DM240m were 14 per cent above one quarter of the total 1990 results.

The bank's full results are to be released later this week.



ICI chairman Sir Denis Henderson: focusing on 'strong businesses which can play a truly global role'

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FT 15/9

INTERNATIONAL COMPANIES AND FINANCE

Allied-Lyons confirms its commitment to brewing

By Philip Rawstorne in London

ALLIED-LYONS, the UK drinks, food and retailing group, yesterday set out its new management strategy in an effort to restore investor confidence shaken by the £147m (\$254.31m) loss on its foreign exchange dealings earlier this year.

Mr Tony Hales, who takes over as chief executive in July, ended months of speculation by announcing that the group would remain in brewing.

At the same time, he sharpened the focus of Allied's food operations by announcing that Lyons Maid, its ice-cream business, and Sapor, its Italian bakery business, would be sold.

The appointment of a new group finance director is expected in the next few weeks. A

short-list of candidates has now been compiled.

The news, combined with a solid underlying trading performance revealed yesterday in the group's annual results, would reassure institutional investors, said analysts.

They suggested that the decisive approach of the new management team, to be headed by Mr Michael Jackman as chairman, would help restore confidence.

Some remained sceptical, however. Further evidence would be needed to judge the effectiveness of the new style, they said.

The market generally expects pre-tax profits this year to climb to £580m-£700m, and Allied's shares closed 2p up on the day at 532p.

The group had examined a number of options for its brewing operations, including disposal of the breweries and a variety of alliances. None generated the same value as continuing alone.

Allied's beer brands, brewing efficiency, and distribution network offered good profit growth potential and the brewing business generated strong, stable, positive cash flows - "a performance measure which will be given additional emphasis," the company said.

Compliance with government requirements for 2,300 pubs from tied supplies was on target, he said. Some 660 had been sold and leases agreed for more than 400.

Lex, Page 18; Results, Page 28

Procordia rises 10% to SKr976m for quarter

By John Burton in Stockholm

PROCORDIA, the Swedish food and pharmaceutical group, yesterday reported that profits after financial items rose by 10 per cent on a pro forma basis to SKr976m (\$158m) during the first quarter of 1991, while sales rose 9 per cent to SKr9.57bn.

The result, which was expected, reflected progress in restructuring the company, primarily in the health care sector. The former state holding company Procordia was merged last year with Provedor, the food division of Volvo, and Pharmacia, the pharmaceutical company controlled by the Swedish car maker.

Procordia said profits will exceed SKr3.5bn in 1991 against SKr2.08bn in 1990. The health care sector posted a 12 per cent increase in operating profit to SKr635m during the first quarter as sales climbed by 8 per cent to SKr3.54bn. This reflected a 22 per cent jump in operating profit for Kabi Pharmacia, Procordia's biggest subsidiary.

Operating profit fell, however, for the food group, Provedor, as sales slipped by 4 per cent to SKr3.56bn, although sales rose by 12 per cent to SKr4.98bn.

L'Oréal agrees to German deal

By George Graham

L'OREAL, the leading French cosmetics group, has agreed to take over Dralite, the last independent German haircare products company.

Haarkosmetik und Parfümerien, L'Oréal's principal German subsidiary, will take over the capital of Dralite from the Breckwoldt and Dralite family shareholders.

Mr Frank Breckwoldt, chief executive of Dralite, had previously spoken of a stock market listing for the company, but German commentators suggested that pressure on earnings and the need for capital to invest in the hairdressing chain had prompted the family to sell out to L'Oréal.

M and S lifts profits 2% to £615m

By John Thornhill in London

STRONG growth in continental Europe helped offset recessionary markets in the UK and North America, enabling Marks and Spencer, the food and clothing retailer, to lift annual pre-tax profits 2 per cent to £615.5m (\$1.06bn).

An exceptional charge of £16m relating to the costs of the UK company's recently announced redundancy programme pegged taxable profits which would otherwise have advanced by 4.5 per cent. The figures were much in line with City expectations and the shares firmed up to 257p.

Mr Richard Greenbury, who last month succeeded Lord Rayner as chairman, gave a brusque and disarmingly open presentation of the company's prospects, but said he could not see an early end to the current recession in the UK.

"We think we are in for a longish, hardish, toughish time," he said.

In the year to March 31, group sales rose by 3 per cent to £5.77bn from £5.61bn, but operating profits were almost static at £633.5m against £627.7m. Profits were lifted at the pre-tax level by interest receipts of £13.3m compared with a payment of £3.8m the year before.

Sales in the UK and Eire tumbled sharply in the second half of the year but operating profits still rose to £603.1m from £597.6m.

Clothing sales rose by 2.2 per cent during the year with lingerie, underwear, hosiery and socks showing good gains. But tailored garments were badly hit as sales of home furnishings and furniture. Food sales were 6.9 per cent ahead.

Turning to North American operations, Mr Greenbury admitted that M and S had probably paid too much for Brooks Brothers, the US clothing business, it acquired in 1988. He told analysts and journalists alike: "You were right; we were wrong."

But he emphasised that M and S had invested heavily in Brooks Brothers and now only needed to improve its computer systems. "It is fundamentally a business that can be developed and driven... We will get it right in the same way we got Europe right," he vowed.

Mr Greenbury said the company would also have to "bite the bullet" over its loss-making Canadian operations. "It is not right that we go on with this problem. We have to deal with

it on behalf of our shareholders and employees," he said. But he did not spell out what action the board envisaged.

Brooks Brothers saw its profits halve in dollar terms to \$11.1m from \$22.2m. Trading profits at the group's US supermarket chain, Kings, also fell to \$10.3m from \$11.4m.

Losses in Canada amounted to £57.7m (US\$85.8m) compared with £38.5m the year before.

In sharp contrast, M and S's continental European operations rose strongly with sales up 24 per cent and profits up 38 per cent to £20.4m.

Earnings per share, before exceptional items, rose from 14.5p to 15.1p. The board is recommending a total dividend of 6.7p (6.4p), which represent a 5 per cent increase on the year. Lex, Page 18

Worms to simplify structure

By George Graham in Paris

THE Worms group, a French family-controlled conglomerate of financial, transport and industrial interests which range from the Wiggins Teape-Arjomari paper company to the Athena insurance group, is to undertake a complete overhaul of its structures with the aim of simplifying and clarifying its organisation.

The restructuring will result in virtually all Worms's stakes being owned directly by a single listed holding company. This company will change its name to Worms & Cie.

The Worms group's complex organisation disconcerted a number of British institutional

investors at the time of the merger of Wiggins Teape Appleton, the UK paper group, with Arjomari, its French counterpart in which Worms owns a controlling stake via a number of intermediate holding companies.

In order to carry out the reorganisation, the Worms family partnership will transfer most of its direct investments to Simer, a company for which Worms has maintained an almost dormant stock exchange listing.

These investments include its controlling stake in Pechelbronn, the listed company through which it holds most

of its industrial interests. It will then merge Pechelbronn with Simer, on the basis of one Simer share for three Pechelbronn.

The resulting company will own 34 per cent of Saint Louis, 98 per cent of Athena, 45 per cent of Compagnie Nationale de Navigation, a shipping company, and 43 per cent of Arc Union, the Worms family's property arm. It will also have 66.6 per cent of a holding company which in turn controls 50 per cent of Demachy Worms, the group's investment bank.

The Worms family will end up with 41.7 per cent of the new company.

Elf set to increase market share

By George Graham

ELF Aquitaine, the French state-controlled oil group, has received permission from the French government to acquire two domestic importers and retailers of petroleum products.

The approval of the purchase of Les Fils de Jules Bianco and of Compagnie Commerciale et Pétrolière de l'Ouest (CPO), is conditional on the sale of some bulk storage centres.

The decision of the French competition authorities follows 10 days after Elf received the go-ahead from the British Monopolies and Mergers Commission for the acquisition of Amoco's UK petrol station and refinery interests.

The acquisition of Bianco and CPO will strengthen Elf's position as leader in the distribution of refined petroleum products, lifting its market

share to 25 per cent from 18 per cent.

Elf said that the acquisitions would allow it to go ahead with investments at its refineries at Donge and Feyzin by increasing its retail outlets near the plants.

While principally present in the wholesale market for products such as domestic fuel oil and diesel, Bianco and CPO also have retail petrol outlets.

Volvo Car sees 'difficult year'

By Our Financial Staff

VOLVO CAR, the Dutch car maker in which Mitsubishi Motors of Japan is shortly to take a one-third stake, expects 1991 to be a tough year.

Mr Andre Deleze, president, said: "We know that 1991 will be a difficult year. We will be doing well if we have any positive results."

This month, Sweden's Volvo and the Dutch government agreed to accept Mitsubishi Motors as a joint shareholder in Volvo Car. The company is currently owned 70 per cent by Volvo and 30 per cent by the Dutch state.

Volvo Car made a net loss of £175m (\$38.8m) in 1990 compared with a net profit of

£155.1m a year earlier. It was hit by the recession in Europe when it was phasing in a new and more expensive model.

Sales dropped during the Gulf war, and in the first weeks of 1991 ran 25 per cent below earlier projections. After 12 weeks, the lag was 20 per cent and after 17 weeks 15 per cent, the company said.

Company officials stressed that talks on the new ownership structure were by no means complete, and declined to go into details on negotiations with Mitsubishi on production of a joint car.

Officials explained that Volvo Car wanted co-operation on more than one project and

was also keen to secure common parts sourcing with Mitsubishi to reduce costs.

Mr Hagen said he would join other shareholders and try to block the 1990 accounts of Nedlloyd, the Dutch loss-making shipping and transport group.

Mr Hagen controls around 23 per cent, but claims to speak for more than 50 per cent of the ordinary shareholders.

"The only action shareholders can currently take to express their dissatisfaction over the policies pursued and the attitude towards shareholders is to withhold approval of the annual accounts for 1990," Mr Hagen said.

Adia to replace chief executive

By William Duffin

MR YVES PATERNOT is being replaced as chief executive of Adia, the big Swiss-based employment and services group, less than three months after control of the group passed into the hands of Mr Klaus Jacobs, the Swiss businessman, and Asko Deutsche Kaufhaus, the German retailing group.

His departure, announced yesterday, indicates that Mr Jacobs intends to run Adia

under tight control. Mr Paternot is being replaced by Mr Nico Isenmann, who until the end of December was general manager of the Tobler subsidiary of the Jacobs Suchard chocolate and coffee group.

Mr Jacobs made a cash gain of SFr2bn (\$1.39bn) when he sold his controlling interest in Jacobs Suchard to Philip Morris, the US foods and tobacco group, last year.

In March this year, in a 50-50

partnership, Mr Jacobs and Asko bought for SFr940m a 53 per cent stake in Adia from Mr Werner Rey's Omni Holding, just after Omni had applied for court protection against its creditors.

Mr Paternot steps down on June 12, when the board will be reconstituted at an extraordinary shareholders' meeting.

Last year, Adia recorded a 45 per cent fall in net profits to SFr115m.

ABB sticks to forecast after advance of \$5m

By William Duffin in Geneva

ASEA Brown Boveri, Europe's biggest electrical engineering group, yesterday reported a rise of \$5m to \$44m in pre-tax profits in the first quarter and said it was sticking to its forecast of at least maintained full-year earnings after financial items.

Economic slowdown in many parts of the world was having a negative impact on demand for some products, ABB said. However, internal restructuring, particularly in North America, and improvements in productivity continued to reinforce earnings.

First-quarter turnover amounted to \$5.34bn, up by 4 per cent from the first three months of 1990.

Incoming orders rose by 2 per cent to \$7.74bn, good increases being reported by the power plant, power transmission, power distribution and industry segments.

Group operating profit at \$390m was up by 17 per cent on that of the first quarter of 1990, despite an increase from \$180m to \$200m in depreciation charges.

Last year, ABB posted a 21 per cent rise to \$1.1bn in pre-tax earnings on a turnover of \$26.7bn.

This announcement appears as a matter of record only.



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SOCIÉTÉ NATIONALE ELF AQUITAINE
GLOBAL SHARE OFFERING

SNEA has made an application to list its ordinary shares represented by American Depositary Shares on the New York Stock Exchange and plans to make a global share offering of around 7.5 million newly issued shares. The listing and offering are intended to widen share ownership and provide SNEA access to the U.S. market.

The offering will be made simultaneously on the French, International and United States markets. In order to allow a simultaneous placement in each of the three markets, there will be no preemptive rights for existing shareholders and no priority subscription period. Funds raised from the offering will be used for general corporate purposes.

The details of the offering, including the price, will be determined by Elf's Board of Directors at a special meeting to be held on June 10th, 1991. The date for the launch of the offering will be subject to general conditions in the financial markets and is therefore subject to change. The French and international subscription period is expected to run from June 11th to June 13th, inclusive, in all three markets and may not be closed prematurely. New shares will qualify for dividends paid in 1992 based on 1991 results.

The offering will be underwritten by syndicates led by Banque Nationale de Paris with respect to the French offering, Paribas Limited with respect to the international offering and Goldman Sachs & Co. with respect to the U.S. offering. Paribas Limited and Goldman Sachs International Limited are global coordinators of the combined offering.

Applications have also been made to list the newly issued shares on the Paris Bourse and on the Brussels, Luxembourg, Frankfurt, Düsseldorf, Basel, Geneva and Zurich stock exchanges when the offering is completed. Until the closing of the combined offering, trading will be on a "when issued" basis.

Subject to certain exceptions, the shares offered in the French and international offerings may not be offered or sold within the United States. ■

elf aquitaine

INTL. COMPANIES AND FINANCE

Adsteam wins breathing space with debts freeze

By Kevin Brown in Sydney

THE TROUBLED Adsteam group, formerly run by Mr John Spalvin, gained a seven-month breathing space yesterday when its 100 banks agreed to freeze debts of more than A\$60m (\$4.50bn) until the end of the year.

In addition, the National Australia Bank agreed to make a standby facility of A\$100m available to cover the working capital requirements of Adelaide Steamship, David Jones and Tooth, the three main companies in the loosely-knit group.

The debt rescheduling will give Adsteam time to negotiate long-term refinancing, probably involving the sale or independent flotation of most of the group's assets.

However, it was not clear whether the agreement would be sufficient to persuade the Australian Stock Exchange to allow trading in the shares of the main group companies to restart.

David Jones Adelaide Steamship, and Tooth were

suspended more than a week ago after the collapse of earlier negotiations between the companies and the banks on long-term restructuring proposals.

Adsteam said it expected a detailed reconstruction plan to be completed within three or four months by Bankers Trust Australia, the merchant bank, which has been appointed with the approval of the banks.

If Bankers Trust fails to come up with an acceptable scheme, most of the group's companies are likely to be put into liquidation when the moratorium expires on December 31.

Mr Neil Branford, Adelaide Steamship's secretary, said shareholders would be able to participate in the flotations of any of the group's companies which might be brought to the market.

This would include the flotation of Woolworth's, the successful supermarket business owned by Industrial Equity, a jointly-owned subsidiary of

Adelaide Steamship, David Jones and Tooth.

Adsteam has already announced plans to raise just over A\$400m by selling several food businesses owned by Industrial Equity to National Foods, a new company to be floated on the Australian market.

Mr Branford said shareholder value in Adelaide Steamship, David Jones and Tooth was "at best, low" and could fluctuate significantly because of the burden of debt.

However, he said sales or flotations of assets would be undertaken "in an orderly fashion, and not at fire sale prices".

Mr Branford said Mr Spalvin, who was fired as group managing director in March after revealing a consolidated interim net loss of A\$1.2bn, will leave the company on June 5. However, Mr Branford and Mr Michael Kent, finance director, will remain with the group until the end of the debt moratorium.

Dutch merger backed by Internatio investors

By Ronald van de Krol in Amsterdam

SHAREHOLDERS representing 21 per cent of the share capital of Internatio-Müller, the diversified, Rotterdam-based transport and trading group, have come out in support of a plan by First Pacific of Hong Kong to merge Internatio and Hagemeyer, the Dutch trading company.

First Pacific, which owns 89 per cent of Hagemeyer, discussed last week that it had built up a stake of 43.3 per cent in Internatio and that it wanted to merge the two Dutch-based companies.

Van Doorn Trust, a trust company in Amsterdam which says that it holds 15.1 per cent of Internatio, has also backed the merger proposal.

Mr Andrew Land, the chairman of Hagemeyer, said that he had received support in writing from shareholders representing a further 6 per cent

of Internatio's ordinary share capital.

Last week, Internatio said it saw no benefits in a merger, but it agreed to commission a study by ABN Amro Bank.

The company also immediately issued 5.59m preference shares to protect it against any unfriendly takeover attempt. Because of the anti-takeover protection available to companies in the Netherlands, Internatio cannot easily be forced into a merger against its will even if a majority of shareholders say they are in favour.

But the fact that nearly 65 per cent of shareholders support the merger will put Internatio under pressure to agree to ABN Amro's study. The study is expected to be completed in several weeks. First Pacific and Hagemeyer have said that their intentions are friendly and that they will pursue the merger if Internatio's board remains opposed.

Metra's plunge into red blamed on recession

By Enrique Tessier in Helsinki

METRA, the Finnish diesel engine, auxiliary equipment and building materials group, yesterday reported a decline into loss for the year ended February 1991.

The company, which was formed by the merger of Lohja, a building materials group, and Wärtsilä, the diesel and shipbuilding company, suffered an after-tax loss of FM25m (\$860,000) compared with a profit of FM315m.

Group sales rose by 10 per cent to FM8,576m. At the pre-tax mark, profits fell to FM129m from FM340m in the previous year.

Metra blamed the drop in profits on the Finnish recession, which had affected the construction business in general and the performance of its building materials division in particular.

The board plans a dividend of FM2.80 a share. It will also seek authorisation to increase Metra's capital by FM60m convertible and warrant bond issues.

Group operating margin fell to FM465m from FM596m, or from 15 per cent of net sales to 10 per cent. Capital spending during the year totalled FM788m against FM2,016m.

Schindler expects 10% decline

SCHINDLER, the Swiss elevator group, expects profit to decline by around 10 per cent this year, AP-DJ reports.

The company said the market in the first few months of this year had contracted, especially in the US and in the UK, although other countries, such as Germany and Switzerland, were seeing acceptable levels of business.

Poor order volumes and squeezed margins have not left the company pessimistic, however.

"We're going through the recession prepared and slenderised," it said. In 1990, group net profit was SF133.6m, (\$92.70 at current rates) up 20 per cent from 1989, and parent net profit was 8.4 per cent higher at SF163.4m.

Citizen Watch climbs 40% as sales surge in main markets

By Emiko Terazono in Tokyo

CITIZEN WATCH, Japan's leading watchmaker, posted a 40.2 per cent rise in pre-tax profits to ¥21.2bn (\$152.51m) due to strong sales in all of its main operations.

The company, announcing non-consolidated results for the year to March 1991, said brisk consumer spending continued to support sales, which grew 26.9 per cent to ¥247.8bn. After-tax profits rose 40.9 per cent to ¥11bn.

For the current year, Citizen expects a moderate 2.9 per cent increase in sales to ¥255bn, and a 2.3 per cent rise in pre-tax profits to ¥21.7bn.

Sales of wristwatches, which account for half of revenue, rose 25.4 per cent to ¥118.1bn, while strong demand for automatic watches increased sales of industrial machinery, which advanced by 20 per cent to ¥31.7bn.

Sales of the information equipment and parts division rose to ¥55.6bn, up 55.8 per cent, with the 3.5-inch floppy disk drives soaring 103.9 per cent to ¥17.8bn, and notebook-sized personal computers rising 43.6 per cent to ¥14bn.

Citizen's electronic equipment and parts operations' sales increased 4.2 per cent to ¥29bn, on the back of strong demand for its liquid crystal displays and other display units.

Tomei agrees to take stakes in two HK units

TOMEI Industrial (Holdings) of Hong Kong has agreed to acquire significant minority stakes in two privately held local electronics-related companies for HK\$68m, (\$8.73m), AP-DJ reports.

The rapidly-growing electronics maker said it had agreed to buy 22 per cent of Yanlon, a manufacturer of metal moulds and cassette-deck mechanisms. Yanlon recorded sales of HK\$200m last year and expects to earn at least HK\$37m this year.

Tomei also agreed to buy 15 per cent of S. Mega Telecommunication, a producer of cordless telephones, which expects to earn HK\$34m on HK\$600m sales in the year to June 30 1991.

The purchases, the prices of which were not disclosed, are part of Tomei's strategy of injecting venture capital into companies it does business with and then floating them on the stock exchange.

Aztec Mining plans A\$39m rights issue

AZTEC Mining of Australia is planning a two-for-nine rights issue to raise about A\$39m (\$30.40m) for mine development, Reuters reports.

The company, 37.3 per cent owned by Amax, said the issue was pitched at 61 cents a share against the current price of 62 cents which is down 7 cents on Monday's close.

It added that Amax had confirmed it would be taking up its 37.3 per cent entitlement to the issue in full.

The balance is being underwritten by J.B. Were and Son. The issue will help fund a A\$66.9m expansion at the Woodcutters zinc mine in the Northern Territory, wholly-owned by Aztec's 78.6 per cent subsidiary, Nicron Resources.

These Securities having been sold, this announcement appears as a matter of record only.

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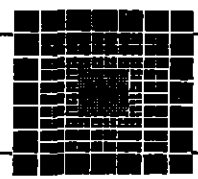
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Matts Andersson
SIFRA

Robert Lattès
Palais Venture SA

Per Wahlström
Euroventures Nordica
A/S

David Hutchings
Midland Montagu
Ventures Limited

Paolo Colonna
Schröder Associati Srl

Miguel Zorita Lees
BBV de Promoción
Empresarial SA

Jane Morris
Venture Economics
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Christian Cleiftie
Suez Ventures

Michiel A de Haan
Atlas Venture Holding BV

Beat Fischer
ABB Venture Capital

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Floating rate notes due 1998

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In accordance with the provisions of the notes, notice is hereby given that for the six months interest period 15 May, 1991 to 15 November, 1991 the notes will carry an interest rate of 6 1/4% per annum. Interest payable on 15 November, 1991 will amount to US\$309.86 per US\$100,000 note and US\$3,098.60 per US\$1,000,000 note.

Agent: Morgan Guaranty Trust Company

JPMorgan

GROWING
BUSINESS

The FT proposes to publish this survey on
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The Financial Times, unsurpassed reputation for producing logical authoritative editorial ensures that this survey will be essential point of reference for those key decision makers involved in the growing business sector. If you want to reach this important audience, call Antony Cribben on 071 873 3412 or fax 071 873 3064

FT SURVEYS

Notice to Noteholders

Prospect International
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Senior Floating Rate
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(of which U.S. \$41,250,000
has been issued)

Notice is hereby given that the Interest Rate for the period from 14th May, 1991 to 14th June, 1991 is 6.30%. The Floating Rate Note Interest Amount payable on 14th June, 1991 is U.S. \$5.43 per U.S. \$1,000.

Bankers Trust
Company, London Agent Bank

Shawmut Corporation
U.S.\$50,000,000Floating Rate Subordinated Notes
Due 1997

Notice is hereby given that the Rate of Interest has been fixed at 6.4375% and that the interest payable on the relevant Interest Payment Date August 15, 1991 against Coupon No. 26 in respect of US\$10,000 nominal of the Notes will be US\$164.51.

May 15, 1991 London

By: Citibank, N.A. (CSSI Dept.), Agent Bank

CITIBANK

National Westminster Finance B.V.
(Incorporated in The Netherlands with limited liability)

U.S.\$500,000,000 Junior Guaranteed FRNs

Guaranteed on a junior subordinated basis as to payment of principal and interest by

National Westminster Bank PLC
(Incorporated in England with limited liability)

Notice is hereby given that the Rate of Interest has been fixed at 6.5625% and that the interest payable on the relevant Interest Payment Date November 15, 1991 against Coupon No. 15 in respect of U.S.\$25,000 nominal of the Notes will be U.S.\$838.54 and in respect of U.S.\$5,000 nominal of the Notes will be U.S.\$167.71.

May 15, 1991, London

By: Citibank, N.A. (CSSI Dept.), London Branch, Agent Bank

SANKYO SEIKO CO. LTD.

Japan

has acquired
through its wholly-owned subsidiary

DAKS Simpson

GROUP PLC

London

Sankyo Seiko Co., Ltd. was advised by the undersigned



The Mitsubishi Bank, Limited

April 1991

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This announcement appears as a matter of record only.

Analytical Technology, Inc.

Orion Research Inc. • Mattson Instruments, Inc.

has acquired

Unicam, Ltd.

and the worldwide spectrophotometry, chromatography and electrochemistry laboratory equipment business of N.V. Philips Gloeilampenfabrieken

We structured and negotiated the above transaction and our venture banking affiliate, Warburg, Pincus Capital Company, L.P., led the equity financing.

E. M. WARBURG, PINCUS & CO., INC.

NEW YORK LONDON LOS ANGELES

May 1991

NOTICE TO SHAREHOLDERS OF MLH REALTY INVESTMENTS VI N.V.

Notice of the Annual General Meeting of Shareholders of MLH REALTY INVESTMENTS VI N.V. (the "Company") is hereby given. The meeting is to take place on May 31, 1991, at the registered office of the Company, 6 John B. Gorkaweg, Curacao, Netherlands Antilles. The agenda of the meeting is set forth below.

AGENDA

Annual Meeting of Shareholders of MLH REALTY INVESTMENTS VI N.V.

- Report by Board of Supervisory Directors on the course of business of the corporation and on the administration conducted during the fiscal year ended November 30, 1990.
- Discharge and subsequent re-election of the Board of Supervisory Directors.
- Report by the Board of Managing Directors on the course of business during the fiscal year ended November 30, 1990.
- Further appropriation of the Net Result of the period November 30, 1989 thru November 30, 1990.
- Confirmation and adoption of the Balance Sheet and Profit and Loss Account for the period ended November 30, 1990 and as presented in the report accounting firm of Ernst & Young dated April 10, 1991.
- Discharge and subsequent re-election of the Board of Managing Directors.
- Selection of independent auditors.

Shareholders, by executing the subscription agreement for their shares have executed a discretionary proxy in favour of Yvonnante Corporation N.V., authorizing Yvonnante Corporation N.V. to vote the investor's shares. This proxy may be revoked either personally at the General Meeting of Shareholders or by written notice to Yvonnante Corporation N.V. 6 John B. Gorkaweg, Curacao, Netherlands Antilles, received prior to such meeting. Shareholders have the opportunity to instruct Yvonnante Corporation N.V. as to the voting of their shares by writing to Yvonnante Corporation N.V. at the above address.

MLH REALTY INVESTMENTS VI N.V.
By: Piersch Trust (Curacao) N.V.
Managing Director

Two US insurers file for protection from creditors

By Niklil Tait in New York

PARENT companies of two seriously-troubled US insurance groups filed for court protection from creditors under bankruptcy law yesterday. First Executive Corporation, which takes in the Executive Life unit in California and the smaller Executive Life of New York business, said it had filed for protection from its creditors under Chapter 11 of the US bankruptcy code in the Los Angeles courts.

Its two main operating arms have already been seized by the relevant state regulatory authorities, making First Executive the policyholders and on life insurance policy loans.

Neither Citibank nor First Capital were immediately available to comment on the move. A 28 per cent stake in FCH is held by Shearson Lehman, and the US investment bank announced on Friday it would take a \$144m write-off before tax during the current

This gave rise to speculation that the Californian state insurance regulators would soon announce they had taken FCH into conservatorship. Under conservatorship, state officials take direct charge of the operations of the company and the claims of outside creditors are subject to regulatory and court decisions.

Last Friday, they issued a "cease and desist" order against the insurer, barring it from making payments to its parent, and from writing new business. The order also placed a moratorium on surrenders by FCH policyholders and on life insurance policy loans.

Neither Citibank nor First Capital were immediately available to comment on the move. A 28 per cent stake in FCH is held by Shearson Lehman, and the US investment bank announced on Friday it would take a \$144m write-off before tax during the current

quarter in respect of this holding. First Capital is substantially smaller than First Executive. The former's assets are around \$4.5m and it has some 190,000 policyholders.

Executive Life has around \$10.1bn in assets, while Executive Life of New York held a further \$2.2bn at end-1990. Problems at both companies, however, have resulted partly from heavy exposure to junk bonds.

Both debacles have occurred at a sensitive time for the US insurance industry. There has been much concern about the health of life insurers' portfolios.

This, coupled, with fears there may be separate problems endemic to the property-casualty sector, has provoked political pressure to reform the state-based insurance regulatory structure and introduce federal supervision.

Manpower moves back to Wisconsin

By Niklil Tait

MANPOWER, the world's largest temporary employment business, yesterday formally re-established its base in Wisconsin.

The move has been a year in preparation, and was effected when a newly-formed US corporation, Manpower Inc., made a share exchange offer for Manpower Plc, the British-based parent company.

That offer reached its first closing date on Monday, when acceptances in respect of 98.9 per cent of Manpower's shares were received.

All conditions to the offer have been satisfied and Manpower Inc becomes the parent company. However, the offer remains open until further notice, and shares tendered during this subsequent period will be exchanged as they received.

This novel change of domicile concludes a troubled chapter in Manpower's history. It began when Blue Arrow, the London-based company, announced a \$1.24bn bid for Manpower in 1987.

However, Mr Mitchell Fromstein, Manpower's former chairman, subsequently replaced Mr Tony Berry, Blue Arrow's chief executive, as head of the merged group. Day-to-day control moved back to Wisconsin.

TLC Beatrice makes \$865,000

TLC Beatrice, the international food group subject to a leveraged buyout from the former Beatrice companies in 1987, yesterday reported net profits before preferred stock dividends of \$865,000 in the first quarter of 1991, compared with \$133,000 in the same period last year, writes Niklil Tait in New York.

Sales rose to \$979.8m from \$910.4m. After the payment of preferred stock dividends, there was a net loss per share of 54 cents, against 23 cents deficit last time.

Businessland reports big losses in quarter

By Louise Kehoe in San Francisco

BUSINESSLAND, one of the largest US computer retailers, yesterday reported heavy losses for its third quarter and said it was considering several options, including bankruptcy protection.

Its problems reflect turmoil in the personal computer retail industry as manufacturers slash prices and warehouses selling at discounts make inroads into the market.

The company's difficulties also stem from its rapid expansion and the 1989 purchase of the ComputerCraft retail chain, together with problems in its UK subsidiary, analysts said.

It suffered net losses in the third quarter of \$62m, including a \$17.7m restructuring charge and a \$6m charge for pending settlement of shareholder lawsuits. Revenues were \$269.7m, down 17 per cent. It reported losses of \$6.5m in the quarter.

Businessland said it could not comply with provisions on a \$50m loan as well as its agreements with IBM Credit and ITT Financial for computer purchase. The company said it was considering restructuring, a sale of the company, or filing for Chapter 11 bankruptcy protection.

Telmex privatisation price values deal at \$2.043bn

By Damian Fraser in Mexico City

THE privatisation of Telmex, Mexico's telephone monopoly, has drawn to a close with the government announcing it would sell 1,500m non-voting L shares for \$1.36 each, valuing the deal at \$2.043bn.

The offering, equivalent to 14.1 per cent of the equity, is expected to be taken up within a week.

There will also be an over-allotment provision - if demand is sufficient, a further 225m shares will be sold to the Telmex underwriters, worth \$306m.

In addition, Telmex employees agreed to buy 150m L shares at the offer price.

If the over-allotment provision is used, the Mexican government will raise \$2.55bn from the global share offering, equal to over 10 per cent of the country's GDP.

In December, the government sold a controlling 20.4 per cent in Telmex to Grupo Carso, a consortium headed by Mr Carlos Slim, the Mexican businessman, and including France Telecom and Southwestern Bell.

The group paid \$1.76bn for the stake, or \$2.04 for each A share purchased. Monday's offering would value A shares at \$3.40.

The government will sell 120m of the L shares in the Mexican market, 780m in the US, and the remaining 600m in the rest of the world.

CAE Industries' Link subsidiary back in profit

By Robert Gibbons in Montreal

CAE INDUSTRIES, the world's leading flight simulator builder, has finally brought its US Link subsidiary back to profitability.

For the year ended March 31, CAE lifted overall net profit of C\$4.2m (US\$20m), or 25 cents a share, up from C\$2.7m, or 3 cents, in fiscal 1990.

The gain was mainly due to a C\$12m swing in operating earnings at Link. Fiscal 1990 included a C\$17.5m special charge for Link. CAE's overall revenues slipped 2 per cent to C\$1.1bn in the latest year.

It bought Link, the military simulator and training operation in the US, from Singer in 1986 for C\$650m. But Link suffered from contract costs overrun that led to substantial write-downs and an asset re-evaluation. A broad restructuring has cut the workforce by 40 per cent to 1,000.

Mr David Roca, president, said Link was still not showing satisfactory results, but overall CAE should post further improvement in fiscal 1992. The commercial simulator manufacturing operation in Montreal had record sales and earnings last year and the German subsidiary also did well.

COMMERZBANK OVERSEAS FINANCE N.V. U.S. \$100,000,000 Floating Rate Notes Due 1993

In accordance with the provisions of the Notes, the interest rate is hereby given that for the three months period from May 13, 1991 to August 13, 1991 the Notes will carry an interest rate of 6 1/4% per annum with a coupon amount of U.S.\$ 156.53 on U.S.\$ 10,000 and U.S.\$ 3,913.19 on U.S.\$ 250,000.

Frankfurt/Main, May 1991

COMMERZBANK

U.S. \$100,000,000



Den Danske Bank

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Perpetual Subordinated Floating Rate Notes

In accordance with the provisions of the Notes, the interest rate is hereby given that for the interest period from May 15, 1991 to November 15, 1991, the Notes will carry an interest rate of 6 1/4% per annum. The interest payable against Coupon No. 14 on the relevant interest payment date, November 15, 1991 will be U.S. \$329.03.

By: The Chase Manhattan Bank, N.A. (incorporated in the U.S.)
London Agent Bank
May 15, 1991

Wells Fargo & Company

U.S. \$200,000,000

Floating rate subordinated capital notes due 1998

In accordance with the provisions of the notes, notice is hereby given that for the interest period 15 May, 1991 to 15 August, 1991 the Notes will carry an interest rate of 6 1/4% per annum. Interest payable on the relevant interest payment date 15 August, 1991 will amount to US\$158.13 per US\$10,000 note.

Agent: Morgan Guaranty Trust Company

JPMorgan

Retailers' fall shows consumer weakness

By Karen Zagor in New York

THE CONTINUED weakness in consumer spending was reflected in the decline in first-quarter earnings at J.C. Penney, The Limited and Tiffany.

Net income at J.C. Penney, the fourth biggest US retailer, dropped 48.1 per cent in the first three months of 1991 to \$30m, or 61 cents a share on a fully-diluted basis, from \$162m, or \$1.15, a year earlier. The decline was roughly in line with expectations.

Retail sales in the 13 weeks ended April 27 slid 2.7 per cent to \$3.43bn.

Penney, which started repositioning itself in 1987, has been hit by widespread price-cutting by competitors and by its failure to establish itself as a fashion retailer.

During the quarter, selling, general and administrative costs rose 1.1 per cent to \$1.16bn.

The increase was attributed to bad debt expenses and depreciation costs linked to store modernisation and fixturing programmes.

At The Limited, the specialty retailer, net income dropped 18 per cent to \$50.9m, or 14 cents a share, from \$62.5m, or 17 cents, a year ago, although sales improved 16 per cent to \$1.28bn from \$1.11bn.

Mr Leslie Werner, chairman, attributed the decline in earnings to the cost of repositioning the company's Limited Stores division.

The company, which in 1989 generated profits growth of 41 per cent, has been disappointed by its recent performance at its largest division, Limited Stores, where operating profits dropped 24 per cent in 1990 to about \$163m.

The group said it had streamlined and restructured its merchandising organisation and reduced inventory levels by nearly 30 per cent on a square foot basis.

Mr Werner said that in January the company made several key decisions which included the appointment of Mr Howard Gross as president, the move from multiple brands to one brand, and cancellation of merchandise on order that did not fit into the business.

At Tiffany, the up-market US jewellery retailer, net earnings dropped to \$4.5m, or 29 cents a share, from \$5.4m, or 35 cents, a year ago. Sales increased 4 per cent to \$97m.

Mr William Chaney, chairman, said the results reflect consumer caution and a drop in international tourism linked to the Gulf war.

HAFNIA

HOLDING

TO THE SHAREHOLDERS OF HAFNIA HOLDING LTD.

Notice of Annual General Meeting

of

Hafnia Holding Ltd. (the "Company")

on Monday, 27th May, 1991 at 4.00 p.m.

at the Falkoner Center,

Falkoner Allé 9, Copenhagen.

AGENDA

- Submission by the Board of Directors of the annual accounts, comprising profit and loss account and balance sheet of the Company with notes, and annual report and auditors' certificate with proposal for adoption of the profit and loss account and balance sheet and discharge of the Board of Directors and Management from their obligations.
- The Board of Directors' proposal for covering the loss for the past year, including fixing of the dividend.
- The Board of Directors' proposal for authorisation of the Directors to allow the Company to acquire its own shares up to 10% of the share capital.
- Election of members to the Board of Directors.
- Appointment of two state-authorized public accountants to audit the accounts for the current year.
- Other business.

The agenda and complete resolutions to be proposed at the general meeting, and the annual and consolidated accounts for 1990 with the annual report and auditors' certificate, will be sent to all registered shareholders and will also be open for inspection by shareholders at the Company's office, Holmens Kanal 9, 1010 Copenhagen K, during the eight days prior to the general meeting.

Admission cards to the general meeting are available against due proof of identity, as provided in the Articles of Association, at the Shareholders' Secretariat of the Company at Holmens Kanal 9, 1010 Copenhagen K, on any weekday except Saturday from 7th May to 22nd May, 1991, both days inclusive, from 10.00 a.m. to 3.00 p.m.

Shareholders who have acquired their shares by transfer are entitled to vote at the general meeting and to receive a voting paper only if they are entitled to attend the meeting pursuant to the above provisions and have either been entered in the Company's register of shareholders or have given notice and evidence of their acquisition of shares in the Company not later than three months before the general meeting.

The Dividend for 1990 will be paid according to registration of shares with the Securities Centre.

Copenhagen, 14th May, 1991

The Board of Directors of HAFNIA HOLDING LTD.

National & Provincial Building Society

Issue of up to £200,000,000

Floating Rate Notes 1999

Notice is hereby given that for the three months 13th May 1991 to 13th August, 1991 the Notes will carry an interest rate of 11 1/4% per annum with a coupon amount of £294.59 per £100,000 Note and £2,945.89 per £1,000,000 Note payable on 13th August, 1991.

By: Bankers Trust Company, London Agent Bank

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Daily Currency and Interest Rate Pages

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U.S. \$100,000,000

Secured Floating Rate Notes due 1992

For the period 14th May, 1991 to 14th November, 1991 the Notes will carry an interest rate of 6 1/4% per annum with a coupon amount of U.S. \$3,258.33 per U.S. \$100,000 Note payable on 14th November, 1991.

By: Bankers Trust Company, London Agent Bank



TELEPHONE: 071-828 7233

AFRD MEMBER

FISE 100

May 24/25/26/27 - 38

May 28/29/30/31 - 29

Jun. 24/26/27/28 - 38

Jun. 28/29/30/31 - 29

5pm Prices. Change from previous 9pm close

HOW WELL DID YOU JUDGE THE MARKET?

INTERNATIONAL CAPITAL MARKETS

Day of contrasts led with Ecu400m deal by Greece

By Simon London in London

THE INTERNATIONAL bond market was dominated by contrasting new issues from sovereign borrowers yesterday, led by the launch of an Ecu400m seven-year issue for Greece.

The borrower announced earlier this month that it had awarded the mandate for the deal to Credit Suisse First Boston, which, together with Morgan Stanley, Nomura and Dresdner Bank, the four lead underwriters had pre-sold much of the paper before the deal was priced yesterday, leaving only small Ecu200m portions for the other participants.

The bonds carry a coupon of 10.25 per cent and were offered to investors at a fixed price of 98.50, for a yield of 10.55 per cent. The deal includes investor put option and borrower call option after five years and the paper was priced against other five-year sovereign deals.

At the fixed reoffer price, the paper offers a healthy yield pick-up of around 130 basis points over issues by borrowers such as Belgium, Spain and the European Community, all of which yield around 9 per cent in the secondary market.

The additional yield offered on yesterday's issue reflects the lower credit quality of Greece.

The government carries a triple-B credit rating from Moody's Investors Service and Standard & Poor's, the US credit underwriter. Bonds were sold on the basis that the risk premium on paper issued by the lower-rated European governments will

evaporate as economic and monetary integration proceeds. The lead underwriters pre-placed enough paper last week to increase the size of the deal from Ecu250m anticipated in the market.

However, the longer-term success of the deal may hinge on how many bonds are traded

INTERNATIONAL BONDS

in the secondary market.

If the deal is judged a success it may open the way for other lower-rated European governments, such as Turkey and Portugal, to borrow in Ecu in the international market. However, the next sovereign government to tap the market is expected to be Norway, although the size and maturity of any deal have yet to be fixed.

Yesterday, Turkey came with its first international bond offering since August last year, raising DM250m with a five-year deal lead managed by Commerzbank. Turkey does not have a credit rating but was an active issuer of Eurobonds from 1989 onwards. The bonds carry a coupon of 10.5 per cent and were priced at 100.50. However, bonds were sold to retail investors within Germany at a discount of 2 per cent, equivalent to full fees, where the paper yields 10.89 per cent.

The lead manager said the deal was comparable to issues by eastern European governments such as Hungary. For example, National Bank of Hungary's DM300m 10 per cent

issue due 1996 was yesterday yielding 10.80 per cent in the secondary market.

At the other end of the European sovereign credit spectrum, Oesterreichische Kontrollbank (OKB), the Austrian state-owned bank which carries a triple-A credit rating, added to the glut of supply in the Canadian dollar sector of the market.

The market had been anticipating a US dollar issue from the borrower, suggesting that lead manager IBJ was able to offer an especially attractive swap arbitrage.

OKB launched a C\$150m three-year deal, reoffered to investors at the fixed price of 100.25. At this level the bonds yield 44 basis points more than the benchmark Canadian government bond of this maturity.

The Canadian government bond market was weaker during the day and the yield spread narrowed to 41 basis points by late afternoon, with the deal trading at around the fixed reoffer level.

Participants in the deal reported strong demand for the bonds despite the weight of recently issued Canadian dollar paper overhanging the market.

● Citicorp yesterday increased the size of its five-year global asset-backed bond issue from \$1.4m to \$1.68m. The coupon on the senior tranche of the deal was fixed at 8.5 per cent.

The bonds were reoffered to investors at a fixed price of 98.15, where the yield spread is 95.5 basis points over US Treasury bonds.

Moody's to establish German subsidiary

By Stephen Fidler, EuroMarkets Correspondent

MOODY'S Investors Service, the credit rating agency with headquarters in New York, said yesterday it was setting up a German subsidiary, the first rating agency to be established in the country.

The new subsidiary will be based in Frankfurt, although no decision has yet been made to establish analysts. Moody's has previously set up subsidiaries in London, Paris, Sydney and Tokyo.

The agency says it already rates 78 per cent of D-Mark Eurobonds, but its move into Germany reflects expectations about the development of the German money markets. In particular, the lifting of turnover tax in Germany at the start of the year has paved the way for the development of a significant commercial paper market, one which is usually highly dependent on commercial ratings.

The announcement comes as a group of about 30 German companies and institutions, led by Deutsche Bank, are pushing an initiative to establish a European-wide rating agency and break the lock which the two main US rating agencies - Moody's and Standard & Poor's - have over the European capital markets.

Electricity group sets up CP programme

EASTERN Electricity, one of the 12 UK regional electricity companies privatised last year, has established a £200m sterling commercial paper programme, writes Simon London.

The programme has been rated P1 and A-1+ - the top ratings - by Moody's Investors Service and Standard & Poor's, the US credit rating agencies.

Natwest capital markets advised the programme and its dealers are Natwest, Barclays de Zoete Wedd and Midland Montagu.

Japan relaxes UK power tender rules

By Clare Pearson in London

THE Japanese Ministry of Finance has cleared the way for investors in Japan to take part in a tender for shares in the two Scottish electricity companies, Scottish Power and Scottish Hydro-Electric.

The concession, which gets round a difficulty posed by rules covering public offers, signals a general relaxation.

David, lead securities house for the regional distribution syndicate, says it could pave the way for an enhanced use of tenders, until now infrequently used in the Japanese market.

It is also hoped the change will prevent a repetition of the embarrassment suffered by the UK government in last February's \$2.5bn sale of the two generating companies in an earlier stage of the UK electricity privatisation.

In that sale, Japanese buyers bid for the shares after the companies immediately after they started trading on the London stock market, causing the government to fear that it would be accused of underpricing the sale.

The Scottish companies' flotation is to be closely monitored on the generators' sale. This

INTERNATIONAL EQUITY ISSUES

means that Barclays de Zoete Wedd, financial adviser to the Scottish Office, plans to build a book showing investor interest at different levels, ahead of setting the fixed price at which the most of the shares will be sold on May 30.

Assuming market conditions permit, it also plans to put a proportion of the shares into a so-called back-end tender, to take place after the UK offer for sale closes on June 12, but before London dealings start. It will invite bids for the tender shares at levels above the fixed offer price.

The problem that Japanese securities houses encountered with the mechanism last time was that regulations covering a public offer - the method by which shares were being sold in Japan - precluded a tender being incorporated into it.

There was, in fact, a way round this. They could take a position in the tender shares and sell them into Japan after

the public offer was over. But in practice, Nomura opted to buy up shares after they started trading in London instead.

The concession won by Daiwa, however, eliminates the problem. Japanese investors will now be free to submit bids for shares, while at the same time being able to apply for them at the fixed price in the offer. Securities houses will then aggregate the bids for submission to BZW.

That means that if Japanese demand is strong, it should be reflected in the tender rather than appearing later, in the after-market.

The rule change also sets a precedent for tenders of this type to be launched by other companies. Daiwa says it would expect any to be launched initially by foreign companies, because they are more attuned to the tender mechanism than domestic Japanese companies.

■ PetroCanada, the Canadian state-owned oil and gas company, is raising C\$600m through the sale of 15 per cent of its equity, writes Simon

London. The shares will be priced next month at around C\$15 per share, and C\$15m is being raised from international investors. EBC Dominion Securities is lead-managing the sale of the international tranche.

The 15m share offering for Westinghouse, the US industrial group, was priced at \$26.5 per share - raising approximately \$397m for the company. The issue, lead-managed by Lehman Brothers, offers 4m shares to international investors. Lehman Brothers reported a strong response from UK institutional investors attracted by the 4 per cent yield.

A \$100m issue of global depositary shares by Samsung, the Korean electronics giant, was well received by international investors. The issue, lead-managed by Lehman Brothers, offers 4m shares to international investors. Lehman Brothers reported a strong response from UK institutional investors attracted by the 4 per cent yield.

The issue, lead-managed by Credit Suisse First Boston, was priced last week at \$26.31 per share, but has now risen to \$27.5 per share.

Low-volume options de-listed by Chicago

THE Chicago Board Options Exchange has shifted its policy and decided to de-list eight low-volume options, writes Barbara Durr in Chicago.

The move comes after market firms complained about the costs of maintaining rarely-traded options.

Among those to be removed are four exclusively CBOE-listed stock options, American Greetings Corporation, Bents Company, BEC Communications and Imperial Oil, and four multiply-listed stock options, Apple Computer, Oakbrook Resources, Santa Fe Energy Resources and Sotheby's Holdings.

Charles Henry, CBOE president, said that competition among options exchanges had spurred an aggressive rate of new listings.

To de-list the exchange's exclusive options, CBOE will "ensure that it remains well positioned to help clients and affiliates endure the recession."

Hees slides 18% to C\$55.9m for quarter

By Bernard Simon in Toronto

HEES International Bancorp, the management services company at the heart of the far-flung business empire controlled by Toronto's Broomfield brothers, suffered an 18 per cent drop in first-quarter income, but predicted earnings for 1991 as a whole would roughly match last year.

Earnings fell to C\$55.9m, (US\$48.6m), or 54 cents a share, from C\$68.5m, or 66 cents, a year earlier. Revenues dipped by 17 per cent to C\$162.6m.

The group blamed the decline mainly on the impact of the recession and the strong Canadian dollar on its investments, especially natural resources.

Merchant banking income also dropped due to lower interest rates and fewer assets earmarked for merchant banking activities.

Hees officials told the annual meeting yesterday that they expected no large capital commitments this year since current projects were fully funded and the company had no plans for significant expansions or new investments.

Hees describes itself as "a consulting group with money". Besides its investments in various other Broomfield companies, it has become involved in several corporate rescues, including the crippled real estate group BCE Development and credit card equipment maker National Business Systems.

Mr Bill L'Heureux, the company's managing partner, said Hees intends for the time being to concentrate on its assignments in hand.

"We ensure that it remains well positioned to help clients and affiliates endure the recession."

DTB plans to simulate five products

THE Deutsche Terminboerse (DTB) futures and options exchange said it would simulate trading in five new products from June 10, Reuters reports.

The new products are:

- An option on the 30-share DAX future
- An option on a medium-term government bond
- An option on DAX futures contracts
- Options on long-term government bond futures contracts
- Options on medium-term government bond futures contracts

Trade in DAX options and options on the long-term bond future would start in August. No other dates were set.

The DTB currently trades a future on long-term bonds, a future on the DAX index and options on 15 leading equities.

NEW INTERNATIONAL BOND ISSUES

Borrower	Amount m.	Coupon %	Price	Maturity	Fees	Book runner
US DOLLARS						
SLC Corp. (Series A)(a)	1,500	8 1/2	98.15	1998	0.40	Salomon Bros.
SLC Corp. (Series B)(a)	1,500	8	98.15	1998	0.40	Salomon Bros.
ECU						
Bank of Greece(a)	400	10 1/4	98.50	1998	1/2	CSFB
CANADIAN DOLLARS						
Oesterreichische Kbank(a)	150	10	101.525	1994	1 1/2/0.1	IBJ Int.
DEM MARK						
Republic of Turkey(a)	250	10 1/2	100 1/2	1998	2 1/4	Commerzbank
SWISS FRANKS						
Miba Industrial Co.(a)(b)	80	7 1/4	98 1/4	1998	1/2	Swiss Volksbank
DSL Bank(a)(b)	30	8 1/4	101 1/4	1998	1/2	Swiss Volksbank

*Private placement. (a) Convertible. (b) With equity warrants. (c) Floating rate note. (d) Final terms. (e) Non-callable. (f) Credit card-backed issue. (g) Full amount of Series (f) 1987-1991 is a special purpose vehicle of Citicorp. (h) Branch is subordinate to A branch. (i) Non-callable. (j) Callable and puttable on 2/25/98 at par.

LONDON MARKET STATISTICS

FT-ACTUARIES SHARE INDICES

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EQUITY GROUPS		Tuesday May 14 1991		Mon 13		Fri 10		Thu 9		Year (approx)	
Index No.	Day's Change	Est. Earnings Yield (%)	Est. Div. Yield (%)	Est. P/E Ratio	Index No.	Index No.	Index No.	Index No.	Index No.	Index No.	Index No.
Figures in parentheses show number of stocks per section											
1 CAPITAL GOODS (184) 830.52 -0.8 11.25 5.85 10.90 14.65 837.23 846.55 852.37 834.62											
2 Building Materials (249) 1084.77 -0.4 10.65 3.72 11.54 20.95 1089.43 1106.31 1106.54 1080.83											
3 Contracting, Construction (31) 1314.00 -0.1 9.34 6.32 14.04 28.94 1318.42 1335.94 1332.53 1302.29											
4 Electricals (10) 2347.83 -0.1 11.20 5.70 11.37 40.46 2371.04 2380.35 2400.13 2295.37											
5 Electronics (25) 1748.98 -0.4 8.94 5.11 14.89 4.09 1756.42 1787.03 1805.51 1812.55											
6 Engineering-General (6) 433.21 -0.8 16.11 5.78 7.47 10.60 436.53 439.72 444.63 444.34											
7 Engineering-General (47) 440.71 -0.5 12.74 5.96 9.48 8.07 443.04 446.98 448.12 454.81											
8 Metals and Metal Forming (8) 454.07 -0.6 19.71 7.60 16.25 0.59 456.94 464.54 463.43 476.69											
9 Motors (13) 322.06 -1.2 12.55 7.50 9.41 9.89 325.85 328.19 333.30 330.08											
10 Other Industrial Materials (20) 1493.02 -1.5 9.00 5.44 12.40 31.60 1515.46 1528.13 1547.34 1514.90											
11 CONSUMER GROUP (187) 1448.14 -0.8 8.29 3.71 14.86 12.84 1460.03 1478.25 1485.64 1421.25											
22 Brewers and Distillers (22) 1796.73 -0.7 8.62 14.21 20.75 20.82 1810.16 1833.08 1841.38 1837.95											
23 Food Manufacturing (20) 1135.72 -0.7 9.99 4.23 12.35 15.92 1164.30 1176.75 1185.96 1051.89											
26 Food Retailing (16) 2797.20 -0.5 7.85 2.79 16.66 16.60 2811.81 2844.60 2834.45 2867.35											
27 Health and Household (23) 1225.29 -1.2 5.59 2.66 19.18 20.81 1245.82 1262.35 1274.03 1233.58											
29 Hotels and Leisure (21) 524.24 -0.5 8.56 12.17 13.02 17.30 532.24 538.98 543.74 534.46											
30 Media (25) 1435.60 -0.8 9.50 4.77 13.39 20.66 1447.65 1473.73 1474.85 1404.00											
31 Packaging, Paper & Printing (16) 662.03 -0.3 8.18 4.98 15.29 11.81 672.62 684.15 692.57 661.22											
34 Stores (13) 916.55 -1.6 8.76 3.97 14.85 3.42 919.68 930.73 933.39 942.60											
35 Textiles (11) 540.61 -0.5 10.20 5.56 12.17 12.01 544.13 542.39 543.91 552.61											
40 OTHER GROUPS (108) 1213.12 -0.5 9.74 4.98 12.61 10.01 1219.70 1235.16 1241.67 1104.68											
41 Business Services (13) 1209.98 -0.4 8.94 4.93 11.39 11.45 1212.77 1223.50 1235.24 1104.68											
42 Chemicals (21) 1302.68 -1.3 8.94 5.49 12.84 24.59 1323.92 1329.40 1329.53 1282.74											
43 Conglomerates (10) 1506.49 -1.8 10.11 6.81 11.92 26.31 1536.40 1566.25 1583.73 1573.07											
44 Transport (14) 2191.11 -1.0 8.32 5.02 20.28 21.46 2201.11 2229.61 2230.16 2135.28											
45 Electricity (14) 1191.06 -1.1 11.64 5.60 10.76 0.00 1204.85 1216.30 1209.07 0.00											
46 Telephone Networks (4) 1448.99 -1.0 9.17 3.45 14.38 0.00 1464.12 1480.45 1484.78 1090.68											
47 Water (10) 2444.04 -1.3 13.87 5.73 8.05 39.91 2476.89 2489.07 2502.86 1888.39											
48 Miscellaneous (28) 1881.57 -0.1 6.32 5.02 20.28 21.46 1890.11 1892.06 1893.73 1821.36											
49 INDUSTRIAL GROUP (483) 1224.55 -0.7 9.55 4.52 13.15 12.72 1233.47 1248.61 1255.43 1097.87											
51 Oil & Gas (19) 2340.25 -1.1 10.76 5.69 12.11 40.03 2366.98 2402.98 2445.15 2244.03											
53 FT-SE 100 INDEX (300) 1319.77 -0.8 9.53 4.69 13.00 14.90 1330.08 1348.27 1356.36 1193.41											
61 FINANCIAL GROUP (97) 796.81 -1.3 - 5.92 - 17.76 807.59 817.21 820.43 762.06											
62 Banks (9) 888.34 -1.0 7.85 6.18 18.48 21.93 906.44 915.08 915.01 810.24											
63 Insurance (Life) (7) 1460.70 -0.9 - 5.67 - 41.64 1473.37 1501.08 1510.37 1304.64											
64 Insurance (Non-life) (6) 662.06 -0.5 - 6.62 - 41.64 672.37 682.08 681.38 637.00											
67 Insurance (Bancorp) (8) 1088.3 -0.8 7.25 6.17 17.96 21.34 1097.13 1116.28 1119.19 1049.11											
68 Merchant Banks (7) 422.83 -0.5 - 4.79 - 4.47 425.02 428.13 427.72 415.61											
69 Property (40) 978.99 -0.4 6.53 4.79 21.10 7.83 982.75 992.38 995.67 1065.10											
70 Other Financial (20) 286.80 -0.3 9.18 6.30 13.54 14.21 287.71 288.72 289.14 272.20											
71 Investment Trusts (67) 1210.63 -0.8 - 4.82 - 12.42 1211.12 1224.06 1224.06 1112.61											
99 ALL-SHARE INDEX (664) 1193.31 -0.8 - 4.82 - 15.25 1203.31 1213.36 1224.06 1099.49											
FT-SE 100 SHARE INDEX 1319.77 -0.8 9.53 4.69 13.00 14.90 1330.08 1348.27 1356.36 1193.41											

Figures in parentheses show number of stocks per section

FIXED INTEREST

PRICE INDEXES	Tue May 14	Day's Change	Mon May 13	Accrued Interest	1991 to date	1990 to date	1989 to date	1988 to date	1987 to date	1986 to date	1985 to date	1984 to date	1983 to date	1982 to date	1981 to date	1980 to date	1979 to date	1978 to date	1977 to date	1976 to date	1975 to date	1974 to date	1973 to date	1972 to date	1971 to date	1970 to date	1969 to date	1968 to date	1967 to date	1966 to date	1965 to date	1964 to date	1963 to date	1962 to date	1961 to date	1960 to date	1959 to date	1958 to date	1957 to date	1956 to date	1955 to date	1954 to date	1953 to date	1952 to date	1951 to date	1950 to date	1949 to date	1948 to date	1947 to date	1946 to date	1945 to date	1944 to date	1943 to date	1942 to date	1941 to date	1940 to date	1939 to date	1938 to date	1937 to date	1936 to date	1935 to date	1934 to date	1933 to date	1932 to date	1931 to date	1930 to date	1929 to date	1928 to date	1927 to date	1926 to date	1925 to date	1924 to date	1923 to date	1922 to date	1921 to date	1920 to date	1919 to date	1918 to date	1917 to date	1916 to date	1915 to date	1914 to date	1913 to date	1912 to date	1911 to date	1910 to date	1909 to date	1908 to date	1907 to date	1906 to date	1905 to date	1904 to date	1903 to date	1902 to date	1901 to date	1900 to date	1899 to date	1898 to date	1897 to date	1896 to date	1895 to date	1894 to date	1893 to date	1892 to date	1891 to date	1890 to date	1889 to date	1888 to date	1887 to date	1886 to date	1885 to date	1884 to date	1883 to date	1882 to date	1881 to date	1880 to date	1879 to date	1878 to date	1877 to date	1876 to date	1875 to date	1874 to date	1873 to date	1872 to date	1871 to date	1870 to date	1869 to date	1868 to date	1867 to date	1866 to date	1865 to date	1864 to date	1863 to date	1862 to date	1861 to date	1860 to date	1859 to date	1858 to date	1857 to date	1856 to date	1855 to date	1854 to date	1853 to date	1852 to date	1851 to date	1
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UK COMPANY NEWS



Keith Oates, joint managing director (left), Clinton Silver, deputy chairman and joint managing director (centre), and Richard Greenbury, chairman of M and S

Recession takes its toll on M and S

By John Thornhill

MARKS AND SPENCER, the retailing group, suffered a sharp decline in UK volume sales in the second half of the year as the recession began to bite.

Throughout its existing stores there was a 5.6 per cent fall in sales in the second half compared with a 2.8 per cent decline in the first. Overall, however, sales increased by 3.8 per cent in the UK and Eire because of the growth in selling space.

The strongest growth was recorded in food sales which advanced by 6.9 per cent to £2.04bn. Clothing sales increased by 2.2 per cent to £2.35bn but home furnishings were badly hit by the economic slowdown and saw sales fall by 0.1 per cent to £534.5m.

During the year M and S

increased its net selling space by 4 per cent but reduced the number of full-time staff by 1,700.

Three edge-of-town stores were opened as well as four neighbourhood food stores. In addition an extra 220,000 sq ft of selling space was added in the high-street stores.

Capital expenditure totalled £300m, the bulk of which was spent in the UK and Eire, with £49m going on site acquisition, £144m on expansion and modernisation, and £55m on information technology.

By region M and S's operating profits were: UK and Eire £508.1m (£597.5m); Continental Europe £220.4m (£14.5m); US £10.3m (£17.9m); Far East £3.3m (£22m); and Canada £3.6m loss (£4.6m loss).

See Lex

Brierley wins shareholder support to head GPG

By Roland Rudd

SIR RON Brierley, the New Zealand entrepreneur, yesterday won support from an extraordinary general meeting to take over the running of GPG, the British investment company.

The group also announced that it had raised £6m over the six months to March would not be less than £2.7m (£1.8m), with shareholders' funds in excess of £30m after the restructuring deal. Full interim results are due within the next two weeks.

Brierley Investments (BIL) is to reduce its shareholding to 40 per cent by selling 140m shares at 15p each to Australasian investors.

BIL recently increased its GPG holding to 63 per cent after acquiring a 20 per cent stake of the company from Pergamon Holdings, Mr Robert Maxwell's private company.

Sir Ron is buying 3 per cent of GPG from his former investment vehicle for the same price.

The meeting also paved the way for the £6.8m sale of three BIL investments in which Sir Ron has been personally involved. The major holdings are 29.86 per cent of Stanley Gibbons Holdings, 14.99 per cent of Villa D'Este and 12.49 per cent of Algas Energy.

All ordinary shareholders will be given 10p per share, and 86 per cent of the par value of £720,000 of preference shares will be repaid plus the accrued dividends of 6.3 per cent - the preference dividend has been passed three times.

The shares of GPG, one wing of the former Guinness Peat Group, were suspended in December at 23p.

Sir Ron hopes the International Stock Exchange will restore GPG's listing now that it is gaining its independence from BIL and widening its shareholder base. He also made it clear that he is looking at several acquisition opportunities.

Disputes and Jaguar maul underperforming market leader

Kevin Done analyses the difficulties during the past year at Ford resulting in a downturn into losses

THE SCALE of Ford's financial demise in the UK last year can best be judged against the much more impressive performance of its rivals.

Throughout the troubled decades of the 1970s and 1980s Ford of Britain appeared to have a seat in the lifeboat, while its competitors floundered in the water and threatened to disappear from sight.

Ford stood out as a survivor. The returns were not dazzling, but through all the crises it stayed in profit. Its last taxable loss was in 1971, although there was a small operating loss in 1984.

Last year it slumped into a pre-tax loss of £274m from a profit of £483m a year earlier.

To judge the state of Ford of Britain's core operations last year, it is necessary to strip out Jaguar, the loss-making luxury car maker, which Ford of the US chose to take over very expensively at the end of 1985 for £1.55bn.

Ford of Britain's accounts are now burdened with the financing costs and the operating losses arising from the Jaguar takeover, because it suits the loss-making Ford US parent company to deal with it in this way. One benefit should be that Ford of Britain will be able to avoid paying much corporation tax for some years to come.

However excluding Jaguar

and its non-automotive businesses, Ford of Britain's pre-tax profit still fell by 87 per cent from £433m to £51m, and compared with a record £673m in 1988.

While Ford was suffering this reverse Vauxhall, which accumulated total losses of £330m in eight successive years from 1979 to 1986, increased its pre-tax profit marginally to a record £239.1m. Vauxhall's operating profits declined 13 per cent to £190.9m, while Rover's trading profits declined by 14 per cent to £55m, and Peugeot Talbot's pre-tax profits fell by 11 per cent to £109m.

The Ford of Britain group's operating profit, before interest charges and other financial items, fell by 73 per cent to £136m from £499m. The operating performance would have been even worse but for a change in the company's method of accounting for depreciation, which resulted in a flattering £84m credit.

Its problems did not come singly. It was hit by the general recession in the new car market, but it also underperformed the market, losing market share.

Output fell at its UK car plants and it was hit by long and damaging industrial action and it suffered continuing losses of £30.5m from its tractor operations. It also staged a highly troubled and costly launch of its new generation

Escort/Orion range, traditionally its best-selling car. The range was panned by the specialist motoring press.

Ford's new car sales in the UK fell by 16.7 per cent last year to 507,260, compared with a drop in the overall market of 12.7 per cent. Its share of the market fell from 28.5 per cent to 25.3 per cent.

As the UK market leader it is inevitably under attack from all quarters. But the competition can only intensify during the 1990s, not least as Japan's three largest car makers Toyota, Nissan and Honda all bring their UK car assembly plants into full production.

Ominously its market share is already being eroded significantly with a fall from the peak of 30.9 per cent in 1981 to 25.3 per cent last year and only 23.4 per cent in the first four months of this year.

Car output at its Dagenham and Halewood assembly plants dropped by 13.8 per cent to 329,597.

Also damaging last year were Ford of Britain's continuing industrial relations problems which caused a seven-week closure of its Halewood plant on Merseyside and led to other closures including the Southampton van plant.

The production of 39,500 Escort and Orion cars and vans was lost at Halewood last year, and a total output of 77,000 vehicles was lost at Ford's UK



Derek Barron, chairman, planning capital spending of £2.5bn

and continental plants. According to Ford in the US the labour disputes in the UK in the first quarter of last year cut its pre-tax profits by £335m. The Halewood dispute in particular damaged Ford as it coincided with the build-up to the change-over of production systems at the plant to the new-generation Escort/Orion.

Ford's debilitating commer-

cial and industrial problems have coincided with a period when capital investments in the UK are at a record level and were already stretching its balance sheet, even before the Jaguar burden. In 1990 £777m was spent following £589m in 1989. Between now and 1999 it is planned to spend a further £2.5bn.

Such spending can hardly

carry on without an injection of funds from the US, when Ford of Britain's balance sheet is so over-stretched. Mr Bill Brooks, finance director, said yesterday that the company's debt to equity ratio was 3.5. A more normal ratio for a manufacturing company would be below 1. "We have to continuously look at the debt to equity ratio," he admitted.

Amidst today's dark clouds, there's one undeniable silver lining. There are many good companies to be acquired at very good prices.

Identifying them, though, isn't easy. In a textbook demonstration of

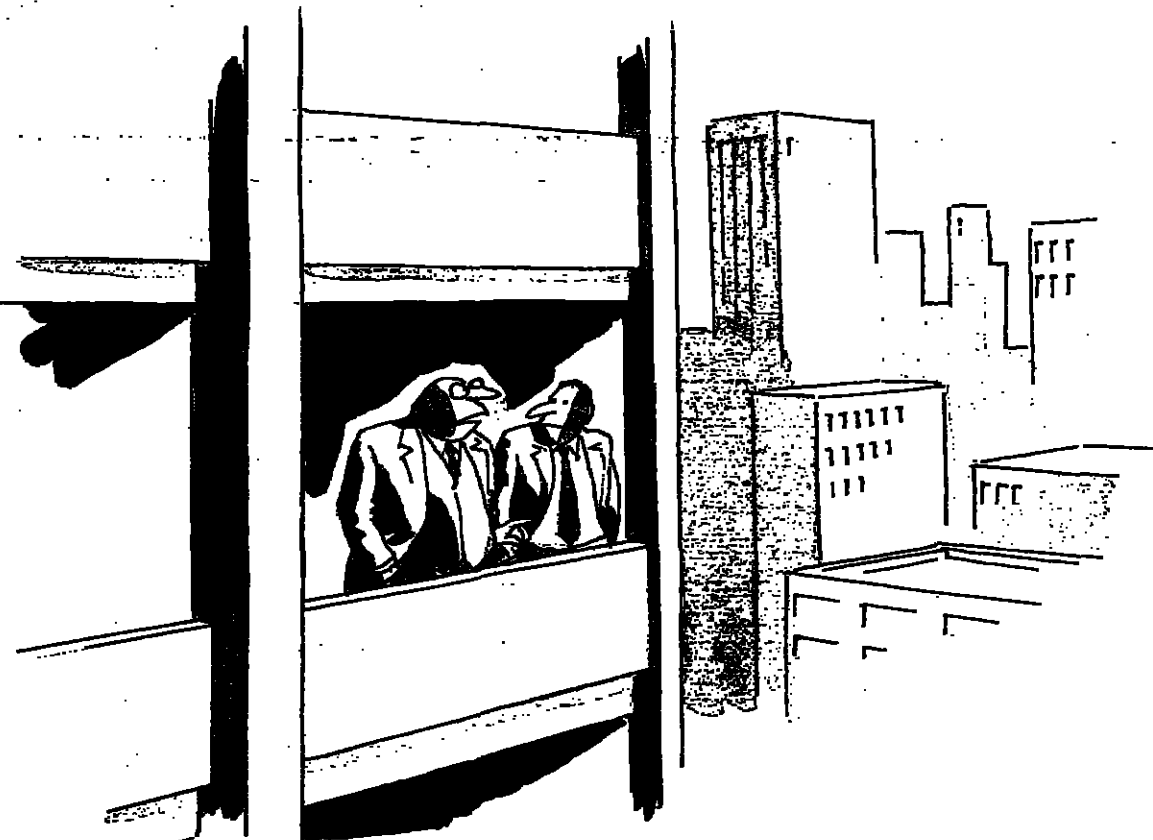
Take soundings, talk to third parties, arrange informal discussions, make speculative approaches; and you can still find that a competitor snaps up a business which you thought was unbuyable.

First, it's not just something we claim to do. We've worked with companies in the UK, USA, France, Germany, Italy, Spain and Sweden, to help them find the ideal acquisition, whether it's in their home market or overseas. To mix a few metaphors, if you are going to benefit from another pair of eyes looking over the horizon, then it's nice to know that we have an ear close to the ground in your chosen markets.

Second, we believe that offering a fresh perspective doesn't mean wasting your time with off-the-wall suggestions. We don't stock up on 'deals' and then hawk them around to you (or worse, to your competitors if you turn us down).

And third, we take the time to get to know you before we start talking about specific targets. Because if we don't know you well yet, then we aren't in the right position to help you find the right acquisition - because that comes from a close understanding of our client's business.

So, if you want to know where all those acquisitions are out there, call Peter Wisher on 071-248 4000 to get the search off on the right foot.



"Everyone says there are dozens of attractive acquisitions out there. But where, Chadwick? Where?"

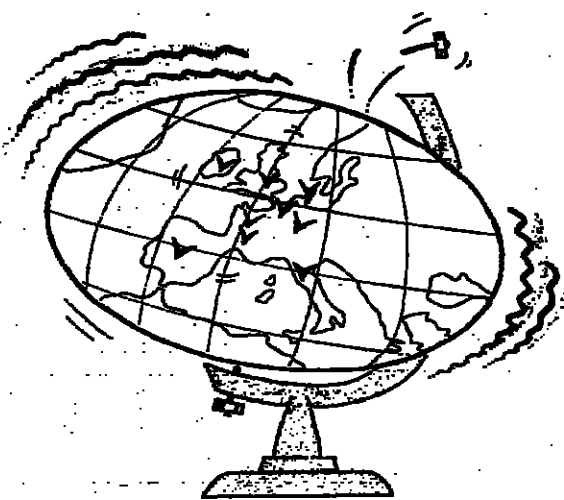
Murphy's Law, it's generally true to say that if it's widely known that a business is for sale, it isn't worth buying.

One solution is to spend a great deal of senior management time on it.

The other solution - especially when senior management time is a rather precious resource - is to talk to Charterhouse.

There are some surprises about our approach to initiating acquisitions.

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UK COMPANY NEWS

Hanson's rise fails to please City

By Maggie Urry

HANSON, the Anglo-American conglomerate, yesterday reported a 3.2 per cent rise in interim pre-tax profits to £58m, compared with £57m.

Lord Hanson, chairman, said these were very creditable results given the difficult trading background. However, the figures covering the six months to the end of March, were below the market's best hopes and the shares fell 5p to 220p.

Analysts said that the underlying performance showed a fall in profits after taking account of first time contributions from Peabody Coal, the mining company acquired in April last year, and Cavenham Forest Industries, bought in December.

The figures were also boosted by an unspecified profit on the £1.3bn sale of the group's 49 per cent stake in Newmont Mining. The stake was swapped for Cavenham Forest Industries. The dollar's move cost about £10m.

Lord Hanson and Lord White, who heads the US busi-

nesses, both referred to opportunities arising for the company, which has an acquisitive reputation.

The group announced the appointment of Mr Christopher Collins as director for corporate development. This will include looking at ideas both internally and externally for developing the group, Mr Martin Taylor, vice chairman said.

Mr Collins has worked for Hanson for two years, running its Hanson Sykes Pumps business and is a director of Hanson Goldfields, the Australian company in which Hanson has a 46 per cent stake.

Group turnover rose 8.2 per cent to £3.92bn (£3.62bn) and trading profits were £58m (£45m). Income from central costs, was down from £11m to £8m. This includes the Newmont profit.

At the half year end the group's net cash had slipped to £33m from £58m at the year end, hit by translation of dollar debt and the payment of last year's final dividend.

A lower rate of tax helped fully diluted earnings per share rise 5.6 per cent to 8.4p (8.9p). The interim dividend is raised 5 per cent from 3p to 3.15p.

The UK businesses suffered a drop in trading profits to £25m (£28m), in spite of a rise in profits in the consumer division, which includes Imperial Tobacco and British Ever Ready, the battery business, to £152m (£146m). Imperial increased profits, but the rise in duty on cigarettes in the budget will affect the second half.

Profits from building products, such as roadstone and bricks, fell a third to £44m, while industrial profits were down from £7m to £5m.

US trading profits were £58m (£46m). The inclusion of Peabody more than accounted for the rise from £11m to £19m in industrial businesses profits, although after financing costs, the net contribution was nearer £20m.

Cavenham Forest Industries

contributed about a third of the building division's profits of £34m (£35m). Consumer products profits were £20m (£26m).

COMMENT

Hanson's trading statements will make interesting reading when new accounting rules demand separate disclosure of profits from acquired businesses. At present investors must rely on hints and guesses. But it is clear that the acquisition of Peabody was particularly timely, while the "sale" of Newmont Mining allowed an above-the-line profit of somewhat dubious origin which will be spread over the second half too. As always with Hanson the question is how that sort of thing can be repeated. The pressure is on to make another acquisition. Profits should comfortably top £1.3bn against last year's £1.29bn giving a prospective p/e of less than 11. That might look relatively cheap but sentiment is not running in Hanson's favour at the moment.

Brent shares drop to 27p on loss warning

By Maggie Urry

SHARES OF Brent Walker, the heavily-borrowed leisure group, fell 13p to 27p yesterday on further consideration of Monday's warning of "substantial" losses. The fall makes a two-day drop of 28p, more than half Monday's opening price of 55p.

The group plans to report results for 1990 next Monday, when it will also publish a summary balance sheet, which will show a "major reduction in shareholders' funds".

At the closing share price the group is capitalised at £14m, while its debts are thought to be more than 100 times that amount.

Even so the group's bankers, who are discussing a financial restructuring with the company, were yesterday playing down suggestions that they were considering the appointment of an administrator. "It's just not in the banks' interests to pull the plug," said one.

Although the group's balance sheet is expected to show a small positive net worth, this is based on a property valuation done on the basis that the group continues to own the assets. Proceeds from a fire sale would be less again than the revaluation. However, the banks won the security of the group's assets at the time of last November's standstill agreement with Brent Walker.

Bankers also pointed out that securing had to be left for shareholders if only to encourage them to consent to refinancing proposals. Although the restructuring has been repeatedly delayed, proposals are expected to be put to shareholders in the next few weeks.

Gulf war and recession cut Vaux profits by 7% to £13m

By Philip Rawstone

THE EFFECTS on its hotels business of the Gulf War and recession hit first half pre-tax profits of Vaux Group, the north-east based brewer and hotels and nursing homes operator.

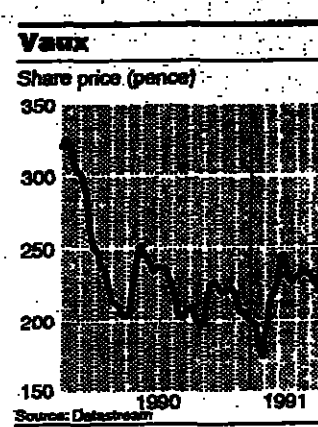
Yesterday the group reported a 7 per cent fall in pre-tax profit for the six months ended March 16, from £14.12m to £13.11m, as occupancy rates in its Swallow Hotels chain declined from 63 per cent to 56 per cent.

Trading profits for the hotels division - which opens its 35th hotel in Bristol later this year - dropped 14 per cent to £5.2m (£6.1m).

"Prospects for the rest of the year are very dependent on whether the hotel industry recovers," Mr Paul Nicholson, chairman, said.

There were some hopeful signs, though occupancy rates were still below last year, and margins were also under pressure because of the increase in VAT and tobacco and spirits duties.

Earnings per share for the



(£4.5m). Beer volumes rose 8 per cent with packaged beer sales over 20 per cent higher. A thousand barrels of low-alcohol lager a week were being brewed for Labatt of Canada.

Vaux Inns, the managed pub estate, pushed trading profits up by 5 per cent to £2.13m (£1.97m) and Blayneys off-licences recorded a 9.5 per cent increase to £31,000 (£28,000).

The group has increased its pub estate by around 100 to 699 over the past year. "We believe in the future of the pub," Mr Nicholson said.

Profit contribution from nursing homes was 61 per cent higher at £1.3m (£806,900) as occupancy rates rose 3 per cent to 87 per cent.

Extraordinary profits totalled £7.1m and comprised £6.4m from the sale and lease-back of a hotel in Essex, and £706,000 from the disposal of the 19 per cent stake in Tyne Tees television.

Analysts expect full year pre-tax profits of around £38m against last year's £25.8m.

Mowat calls for £10m as profits fall

By Michio Nakamoto

Profit of the Mowat Group, the USM-quoted property and leisure combine, suffered from a surge in interest rates, but there is to be a 1-for-1 rights issue to raise £10m to expand the holiday business and reduce substantial borrowings.

The profit for the half year ended December 31 1990 reached only £30,000, that compared with £264,000 last time which fell to £261,000 for the full year.

The issue of 95.18m shares, at 11p each, follows a bank refinancing in December by which £20m of short-term debt was converted into medium-term debt.

A surge in interest charges to £4.49m (£2.35m) took pre-tax profits for the group down to £30,000 (£264,000).

Operating profits were up over 40 per cent at £4.53m (£3.31m).

Earnings per share declined to 0.02p (0.04p) and no interim dividend is declared (0.5p).

White knights most often the heroes, takeover study shows

By Peter Martin

COMPANIES faced with a cash takeover bid usually lose unless they find a "white knight" rival bidder, according to a study published today.

The study, Takeover Defence Strategies, was written by Mr Tim Jenkinson of Keele College, Oxford and Prof Colin Mayer of the City University Business School, London.

The authors studied all 42 hostile takeovers made in the UK between January 1989 and March 1990. They concluded: "Targets have an effective defence against hostile bids - even cash bids - provided that they are able to find a white knight. Where bids are not for cash, then spirited financial responses [such as profit forecasts] may be adequate."

Other conclusions included:

- Successful companies were as likely to be bid targets as unsuccessful ones - only 40 per cent of targets of hostile bids had displayed recent evidence of falling share prices, earnings or dividends. Poor recent performance seemed to make little difference to the outcome of the bid.
- Even if the hostile bidder failed to win the day, another bidder might. Control of the target company changed hands in two thirds of all hostile takeovers from 1984 to 1989.
- The most common form of bid was all-cash (43 per cent). All-equity bids were half as common (21 per cent). Mixed bids - involving both cash and equity - accounted for 36 per cent of the total.
- Success rates varied from 56 per cent (in the case of cash bids) to 53 per cent (mixed bids) and 11 per cent (equity-only bids).
- Two thirds of all-cash bids were raised in the course of the battle, but three quarters of initial equity bids were left unchanged.
- The most common takeover defence was making forecasts of future performance, adopted

by 81 per cent of bid targets. The other common tactics were: appealing to regulatory bodies, politicians or the courts (45 per cent); finding a white knight (31 per cent); and announcing a corporate restructuring (21 per cent).

Where a white knight entered the contest, bids almost invariably failed. Where no white knight entered, cash offers generally succeeded, but the outcome of equity or mixed offers depended on the strength of the defence put up by the target.

The authors concluded that though a white knight defence was often successful, it carried a high cost in terms of loss of control. Boards wishing to fend off possible takeover bids should consider setting up cross-shareholdings between groups of companies, the authors said.

Takeover Defence Strategies, Oxford Economic Research Associates, Blue Bear Court, Alfred St, Oxford OX1 4EH.

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Takeover Defence Strategies, Oxford Economic Research Associates, Blue Bear Court, Alfred St, Oxford OX1 4EH.

Small nappy maker squeezed out in price war

By David Owen

The £370m UK disposable nappy market is showing signs of a case of the collywobles, with the appointment of receivers to Blue Ridge Care, the Consett-based manufacturer.

Blue Ridge is one of the smaller players in the fast-expanding UK market, which is dominated by Procter & Gamble's Pampers.

The receivers, Ernst & Young, blamed Blue Ridge's demise on a nappy price war that had prevented raw material cost increases being passed on.

It recently lost "two large contracts" supplying own-label nappies to major retailers.

The receivers are endeavouring to sell the business as a going concern.

None of the company's 125-strong workforce has to date been laid off. The size of the group's debts had not yet been determined.

According to Euromonitor, the London-based market research company, Pampers accounts for 40 per cent by value of UK disposable nappy sales, with Togs, Pearsone and Boots the next biggest.

Between 1981 and 1989 the market has grown more than four-fold to 2.7bn units.

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Data source: Chief Executives in Europe 1990

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FT SURVEYS

"The group has been progressively reshaped into one of the world's leading international food, drink and hospitality corporations."

Derick Holtzman
(Extracts from the Chairman's Statement in respect of the 52 weeks to 2 March 1991.)

"Trading performance was very satisfactory and the two major acquisitions of 1990 - James Burrough and Dunkin' Donuts - were successfully integrated into the group.

Regrettably a year of underlying progress and consolidation was masked by the impact of a £147 million currency loss which had the effect of reducing pre-tax profit to £479 million, a decline of 15.2% over the previous year and earnings per share to 37.6p, a decline of 21.2%. Given the fundamental health of the group's commercial operations, the Board has decided to increase the final dividend payment to 12.54p giving a total of 18.81p for the year, an increase of 11.0%. The group is constantly raising the quality of its businesses and products.

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UK COMPANY NEWS

General Accident sees improvement

By Clare Pearson

GENERAL ACCIDENT, the Perth-based general and life insurer, yesterday fulfilled the more pessimistic expectations in the stock market when it announced a pre-tax loss of \$76.1m for the three months to end-March.

That was less than the \$81.5m reported for the comparable period, when there were particularly severe weather conditions in early 1990.

Underwriting deficits both in the UK and the US, which come in a context of deteriorating conditions for all the composite insurers, deepened to an even greater extent than many analysts had expected.

However, Mr Nelson Robertson, chief general manager, injected a spark of optimism into the results announcement by noting that: "In each of our major markets our results have shown an improving trend within the first quarter, and that trend has continued into April."

He said GA still expected an overall improvement in 1991 results over those for 1990, when pre-tax losses were \$131.3m.

Worldwide underwriting losses were higher at \$167.3m, compared with \$153.9m.

The general effects of the recession, coming at a time of a competitive squeeze on rates,



Nelson Robertson: benefits of cost control measures beginning to show through

has hit GA hard along with the other composite insurers. In addition there have been increases in arson and crime-related and subsidence claims.

Yesterday, Mr Robertson reiterated GA's commitment to seek rate increases rather than higher volumes and said benefits of cost control measures were beginning to show through.

GA's latest retrenchment measure, announced last month, is the winding down of NZL Bank, its New Zealand bank subsidiary. Within these figures the bank produced a

profit of \$200,000, compared with a \$1.5m loss.

The UK underwriting deficit worsened to \$22.5m (\$20.2m) despite the adverse weather impact on the comparable figure. Losses were particularly marked on the motor account. However, motor claims frequency improved as the quarter progressed and GA will now start benefitting from rate increases.

In the US, underwriting losses were \$39.7m (\$25.2m). An improvement in commercial business was more than offset by a deterioration in personal lines.

Currency movements, in particular the stronger US dollar, had a positive effect on the results. Premium income on general business was up at \$819.1m (\$718.2m). GA said growth in original currencies was eight per cent, reflecting rate increases rather than volume growth.

The dollar movement and higher stock market values helped boost investment income, which in sterling terms rose to £110.1m (\$92.5m).

The estate agency deficit was \$5.2m (\$5.5m). The loss per share was 13.5p (14.5p).

Leeds Grp rises despite difficult six months

By Alice Rawsthorn

LEEDS GROUP, the textile company specialising in dyeing and printing, yesterday announced a slight increase in interim pre-tax profits from £1.9m to £1.87m, despite the troubled state of the textile market.

Mr Robert Wade, chairman and managing director, said it had been a "very, very difficult six months" but that the group had "managed to hold its own". He said there had been no sign of recovery so far in the second half and that the future was "very uncertain".

Earnings per share for the six months ended March 31 1991 were 11.5p (11.4p). The interim dividend is held at 5p, but Mr Wade said he would be "very reluctant" not to increase the final given that the group had increased its total dividend every year for the past 25 years.

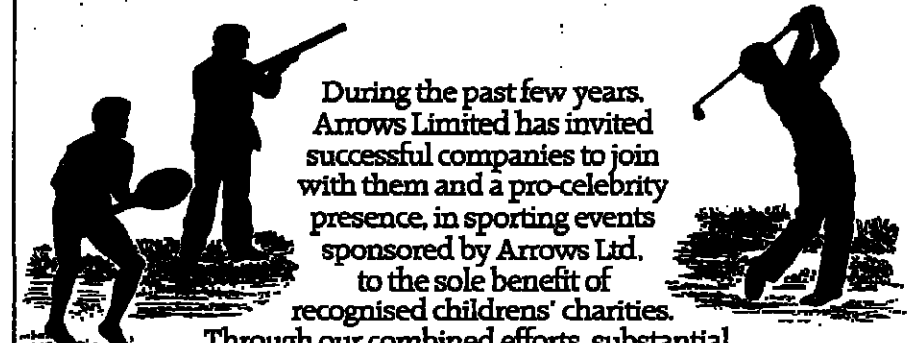
Leeds' shares were unchanged at 257p on the announcement yesterday.

Turnover fell to £13.84m (£15.39m) reflecting the increase in the proportion of commission processing and the sharp fall in the wool price.

Leeds had to write down its own stock values when the wool price first fell last summer and was forced to do so again - by £100,000 taken above the line - after it dropped further in February.

Mr Wade said the group had been able to adapt to the downturn in the market, mainly by reducing the number of working hours by 15 to 20 per cent. However, he said, that had meant that some employees had left the group because the corresponding fall in their wages.

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Higher finance costs send Fitzwilton lower

By Kieran Cooke in Dublin

HIGHER INTEREST charges left 1990 pre-tax profits at Fitzwilton, Dublin-based holding company, down at £11.7m (£10.56m), compared with £12.1m.

Operating profits for the company, headed by Mr Tony O'Reilly, the Irish-American businessman and former chief executive, were up 20 per cent to £13.2m (£11.1m). Turnover increased to £240m (£244m).

The company described the results as "creditable" when measured against the economic conditions of our main markets.

The cash and carry operations had grown to be among the top six in the sector in the UK, the company. Keep Trust, the motor distribution business purchased for \$54m in early 1988, had a difficult second half due to the nationwide

fall off in car sales. Fitzwilton warned of continued difficult trading conditions in the first quarter of the present year.

Earnings per share fell from 11.2p to 7.9p. Fitzwilton's share capital expanded greatly following a fund raising exercise early last year to purchase a 9.3 per cent stake in Waterford Wedgwood, the china and crystalware group.

At the end of the period net bank debt was £20m, a debt/equity ratio of 32 per cent.

The company, which was restructured in 1987 with backing from a number of wealthy US-based shareholders, has recently concentrated on the cash and carry businesses, mainly in the north of England, and its UK motor distributorships.

Mr Kevin McGoran, chief

executive, said that though the company was in the trough of the present reduction in UK car sales, he was still hopeful about the rest of the year. On the Waterford Wedgwood investment he said he had been encouraged by the progress achieved over the last year.

Earlier this month Waterford Wedgwood announced pre-tax

losses for 1990 of £21.4m, compared with losses of £20.8m. However there was a considerable improvement in the second half operating profit to £9.7m (£347,000) and group debt had been reduced from £125m to £38m.

The trading results of Waterford Wedgwood are not incorporated in Fitzwilton's 1990 earnings.

St Michael

RESULTS FOR THE FINANCIAL YEAR 1990/91

A strong performance against an extremely difficult economic background.

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- Group profit (before exceptional charge) up 4.5%.
- Group profitability maintained.
- European sales up 24% and profits up 38%.
- Strong cash flow produces net interest receivable.
- Borrowing ratio reduced from 17% to 14%.
- Dividend increased.

Copies of the report and accounts for 1990/91 will be mailed to shareholders from 11th June.

MARKS & SPENCER

BOARD MEETINGS

The following companies have notified dates of board meetings to the "Financial Times". Dates are subject to change without notice. Dividends are payable on the dates indicated. Dates are subject to change without notice. Dividends are payable on the dates indicated.

TODAY

Interim: Avon Rubber, Concorde, Country

15th May 1991
16th May 1991
17th May 1991
18th May 1991
19th May 1991
20th May 1991
21st May 1991
22nd May 1991
23rd May 1991
24th May 1991
25th May 1991
26th May 1991
27th May 1991
28th May 1991
29th May 1991
30th May 1991
31st May 1991

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(Incorporated in Jersey with limited liability. Registered No. 49923)

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ASH Capital Finance (Jersey) Limited,

which will be guaranteed on a subordinated basis by

and exchangeable for Ordinary Shares in

Automated Security (Holdings) PLC

Automated Security (Holdings) PLC is the holding company of an electronic security group operating in the United Kingdom, Ireland, the United States and Continental Europe. Application has been made to the Council of the London Stock Exchange to admit to the Official List £50,000,000 9% per cent. Convertible Capital Bonds due 2006, 24,000,000 new Ordinary Shares and 60,000,000 Exchangeable Redeemable Preference Shares. It is expected that listing will become effective and these dealings will commence on 31st June 1991.

Details of the Convertible Capital Bonds are included in the "Computer" File Service available from the London Stock Exchange. Copies of the Listing Particulars relating to the issue may be obtained during business hours (Monday and public holidays excepted) up to and including 17th May 1991 from the Company's Automated Office of the London Stock Exchange, 40-50 Phobary Square, London EC2A 1DD and up to and including 29th May 1991 from:

Barclays de Zotte Wedd Limited de Zotte & Bevan Limited
25th Floor, 125 Broad Street, London EC4A 3DF
Automated Security (Holdings) PLC
25th Floor, 125 Broad Street, London EC4A 3DF

15th May 1991

In accordance with the Terms and Conditions of the Notes, notice is hereby given that for the Interest Period from 13th May 1991 to 13th August 1991, the Notes will bear a Rate of Interest of 11.625% per annum. The amount of interest payable on 13th August 1991 will be £146.51 per £5,000 Note and £146.07 per £50,000 Note.

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UK COMPANY NEWS

Allied-Lyons profits decline 15%

By Philip Rawstone

ALLIED-LYONS' £147m loss on foreign exchange dealings earlier this year dragged its pre-tax profits down by 15 per cent, from £565m to £479m.

The drinks, food and retailing group also reported a 21 per cent slump in earnings per share, from 47.7p to 37.8p, under the impact of the exchange losses.

As a mark of the "fundamental health" of the group, however, the final dividend is lifted to 12.54p, increasing the total for the year ended March 2 1991 to 18.61p (16.85p).

Mr Tony Hales, who becomes group chief executive in July, yesterday stressed the underlying strength of the group's trading performance.

Trading profits before the currency loss - taken as an exceptional item - increased by almost 20 per cent to £803m (£671m) on turnover eight and one half per cent higher at £5.18bn (£4.73bn). The growth was achieved despite a 12.5 per cent rise in worldwide marketing expenditure.

Pre-tax profit for the trading divisions rose by 11 per cent.

A first contribution from James Burroughs, acquired from Whitbread, helped Hiram Walker Allied Vintners, the spirits division, to lift profits 77 per cent to £403m (£231m), on turnover 18 per cent higher at £1.97bn (£1.67bn).

Sales volumes benefited from the premium status of brands

such as Ballantine's Scotch whisky and Courvoisier cognac. Margins improved to 18.2 per cent compared with nine per cent five years ago.

Allied Breweries recorded a 10 per cent increase in trading profits to £256m (£222m) on turnover up to £1.92bn (£1.76bn). The underlying UK brewing and pub retailing business grew even faster.

Beer volume and market share both increased. Tetley, Skol and Castlemeane - whose future in Europe is now under discussion with Lion Nathan - all made gains. Pub retailing also improved. Pub food sales were up 22 per cent and business in the group's "quality" pubs was ahead 19 per cent.

J Lyons food operations showed a 35 per cent increase in trading profit to £139m (£103m) on turnover 16 per cent up at £1.17bn (£1.01bn). Beverage profits rose by over a quarter helped by the success of the Tetley round tea bag, a £100m brand which is now challenging for UK market leadership.

In franchising, system-wide sales of Dunkin' Donuts rose 11 per cent, topping the \$1bn mark. Baskin-Robbins achieved sales volume growth against the market trend.

Capital expenditure amounted to £377m (£371m) but a positive cash flow reduced borrowings by £123m and gearing from 78 to 70 per cent.

See Lex

Apollo Metals dividend up in spite of setback

By Paul Chesswright, Midlands Correspondent

Apollo Metals, the aluminium processing and distribution company based in Birmingham, is raising its interim dividend in spite of a decline in half-yearly pre-tax profits.

During the six months to last March, pre-tax profits before tax were £989,000 compared with £1.19m in the 1989-90 first half, when earnings were £1.19m.

But operating profit also declined from £1.13m to £1.07m on turnover up from £12.75m to £14.3m.

Earnings per share for the 1990-91 first half slipped to 4.8p (5.1p) while the interim dividend is raised 15 per cent to 1.15p a share.

Mr Clive Orford, Apollo's deputy managing director, noted that the dividend cover was high. He predicted the increase as an indication of faith in the longer-term potential of the company while conceding that the existing level of profits was not as high as the board would like it to be.

Against the background of recession, demand for Apollo's products has been, and remains, patchy.

Sales to the general engineering sector have been hurt by the downturn and a fall in export volumes, so that management have begun to diversify. But, among customers in the aerospace and defence industries, demand has remained reasonable without putting margins under pressure.

£2.2m frozen foods buy for Booker

Booker, the food distribution and agribusiness group, is acquiring Wm Bennett Foods of Sheffield for £2.2m cash.

The company will be merged with Pullman Foods, a supplier of frozen food to the catering market.

Of the consideration, £1.88m was paid on completion and the balance will be paid on the finalisation of the audited completion accounts.

Sales for the year to February 22 were £14.3m and net assets at the end of the period were estimated at £200,000.

Improvement at Drayton English

Over the six months ended April 30 1991 net asset value of Drayton English & International Trust improved from 105.4p to 108.4p per share.

At April 30 1990 it had stood at 139.1p.

In the year ended April 30 1991 gross revenue rose to £6.07m (£5.6m), and net revenue moved up to £2.69m (£2.62m).

That gave earnings per share of 3.16p (3.68p), and a final dividend of 4.5p lifts the total to 3.3p (3p).

NOTICE

To Holders of Depositary Warrants Issued with 7% per cent Bonds due 1992 of Costain Group PLC

and 7 1/2 per cent Guaranteed Redeemable Convertible Preference Shares 2003 of Costain Finance N.V.

Notice is hereby given that at the Annual General Meeting of Costain Group PLC to be held at Bromsgrove Hall, Bromsgrove Place, Birmingham, London EC2Y 8AA on Tuesday 21st May 1991 at 12 noon, terms of Special Business will be considered.

In the event of a poll, the offer of new shares in lieu of cash dividends declared before the conclusion of the Annual General Meeting of Costain Group PLC to be held in 1991.

BY ORDER OF THE BOARD

Copies of a circular containing details of the Special Business may be obtained from the registered office of Costain Group PLC, 111 Westminster Bridge Road, London SE1 7UE

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Where vulnerability is a common thread
Alice Rawsthorn on the prospects facing Tootal and Coats Viyella

FOR weeks Coats Viyella and Tootal, aided and abetted by their respective armies of bankers, brokers and investigative accountants, have been battling against each other in their very hostile £22m bid.

At lunchtime on Friday hostilities will cease when the votes are counted to see whether Coats, Britain's biggest textile group, has succeeded in securing enough shareholder support to win control of Tootal, another major player in British textiles.

So far the battle has been dominated by all the allegations and counter-allegations of financial fiddles and managerial mistakes that have been flung from one side to the other. The fundamental issue of Tootal's future - inside or outside Coats Viyella - has tended to be neglected.

What will happen if the bid succeeds and Coats takes over Tootal? Alternatively, what would the future hold for Tootal if the bid fails and it clings on to its independence?

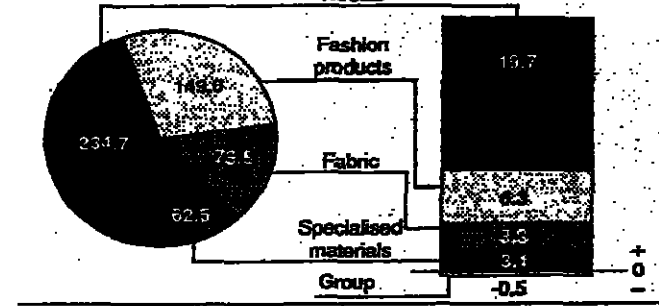
Tootal is a company with annual sales of £525m and 15,000 employees, half of whom work in the UK. Its main area of activity is sewing thread, an international business with sales of £225m and strong positions in Asia and the US.

Tootal also has clothing and homeware interests in the UK - where it is one of the larger suppliers to Marks and Spencer - together with a specialised materials business making "high tech" or industrial textiles.

The chief attraction of Tootal for Coats is to add the thread companies to its own extensive thread business, thereby becoming the biggest single player in international sewing thread.

Coats has already mapped out a plan to combine the two companies' thread businesses. Administration would be merged in all markets. Coats

Tootal
Sales and profit analysis: 1990/91 (year and Jan 31 1991)
Sales (Total = £524.8m) Thread Profit (Total = £21.9m)



would also merge distribution apart from the more "mature" markets, such as the UK, where it would retain separate sales forces.

The manufacturing operation would be streamlined with plants specialising in particular products. However Coats would consider closing a number of thread factories according to Mr Neville Bain, chief executive.

Coats claims this strategy would achieve significant synergies by exploiting economies of scale in production and defraying administrative costs across a bigger business.

This makes sense in theory, but in practice Coats might lose market share if its customers balked at the prospect of dealing with so powerful a supplier capable of dictating terms and raising prices.

Sir David Allanson, Coats chairman, accepts there is a possibility of losing share. However, he claims Coats would lose no more than 10 per cent and that this loss would be offset by projected savings in thread of about £12m a year.

As for the rest of Tootal, Coats plans to keep the clothing companies. Again there is a question mark over whether it would lose market share with M and S given that in some categories - notably women's trousers and men's shirts - its

share would be more than 50 per cent.

Sir David maintains Coats will be judged on its performance and that as long as it meets M and S's criteria for quality and service it will not lose share. However, its competitors anticipate some loss over the longer term.

Coats is reviewing the future of the other Tootal businesses. It would almost certainly sell the specialised materials company, which, according to Mr Bain, would need substantial investment to remain competitive. It would also consider selling some of the smaller textile companies.

Coats has devised a two-year disposal plan, with the aim of reducing gearing from a peak of 65 per cent, after the acquisition, to about 40 per cent after one year and 30 per cent after two years.

Ms Rosemary Banyard, textile analyst at James Capel, calculates that the combined Coats/Tootal would make pre-tax profits of £115m in 1991 and £145m in 1992.

The chief concern for shareholders is whether Coats is really in a position to absorb Tootal, given that it clearly has had difficulty integrating Coats Patons since acquiring that company five years ago.

If the integration of Tootal ran into problems, or the loss of market share was higher than expected, Coats could be in a weak position operationally and financially. It would be particularly vulnerable in thread where the production process is so capital intensive that any disruption has an exaggerated effect on profits.

As for Tootal itself, the critical question is whether it has a future as an independent company. Mr Anthony Hagood, who became chief executive in January, has implemented a new strategy of rationalisation and reorganisation most of which is now completed.

Tootal claims this strategy has already improved profitability by £10m a year, thereby boosting pre-tax profits from £23.2m to an anticipated £32.5m this year - and will produce a further improvement of £7.5m from next year.

However, Tootal's balance sheet is in poor shape. It made an extraordinary charge of £23m last year and also dipped into reserves to pay its dividend. By the year end its net debt stood at £28m and gearing at 51 per cent.

This has fuelled concern that Tootal might be forced to curb capital expenditure thereby jeopardising its long-term prospects. Analysts also speculate that it may be forced to resort to a rights issue or to asset disposals. Mr Hagood denies this, saying Tootal will be able to reduce debt through improved financial management.

These are the issues for Tootal's shareholders. Should they accept Coats' shares in the hope that it will be able to integrate Tootal? Should they sell with Tootal and gamble on its chances as an independent company? Or should they wash their hands of both and take Coats' cash to invest in something else?

They have until 1pm on Friday to make up their minds.

NEWS DIGEST

Alexanders Hlds down by £500,000

EXCEPTIONALLY poor vehicle sales hit Alexanders Holdings, the largest Ford main dealer in Scotland, in the first half.

Turnover was maintained at £43.9m in the six months ended March 31, 1991, against £43.8m, but pre-tax profits slumped from £707,000 to £207,000.

Mrs Aleksandra Clayton, who heads the company, said the second half had traditionally been stronger and "we hope to have a reasonably good year". It was intended to hold the year's dividend at 1p.

The group enjoyed a high degree of liquidity, Mrs Clayton added.

During the period refurbishment and extension to the Edinburgh showroom was completed.

After a lower tax charge of £47,000 (£191,000) earnings per share fell to 0.361p (1.264p).

Growth slows at Huntingdon

Huntingdon International, the biological safety testing and engineering services group, increased its pre-tax profits by just 2 per cent to £2.2m in the quarter to March this year. For the six months ended March 31 profits rose by 7 per cent, from £5.8m to £7.3m.

Revenue in the quarter grew by 25 per cent to £27.56m. Mr Dennis Woolley, the chairman, said Huntingdon's revenues had not risen as fast as expected and costs were not shed as rapidly as desired, especially in the Life Sciences sector.

Earnings per share fell from 3p to 2.8p and the company resolved an interim dividend of 0.575p per share.

Revenue in the engineering and environmental services group grew by 61 per cent, despite the low level of construction activity in the US but margins suffered.

Whiteley, the UK engineering and environmental company began to benefit in its water related business as a

result of the introduction of the Environmental Protection Act.

During the period Huntingdon acquired for \$3.4m Schaefer Dixon, a geotechnical and environmental engineering services company which was based in Orange County, California.

The company said that Schaefer's water resource engineering capabilities were increasingly important in California which was struggling to provide water to a growing population.

Hartlepool Water jumps to £960,000

Hartlepool Water has made a "sound start" to trading under the new regulatory regime.

In the year ended March 31 1991 its pre-tax profit jumped from £160,000 to £960,000, on turnover of £4.65m (£4.2m).

Earnings per share were 85p and the final dividend is a recommended 25p for a total of 45p. The board said it intended to follow a progressive dividend policy with the aim of

increasing annual payments in real terms.

Mining & Allied static at £0.16m

Organisational and management changes implemented last year enabled Mining & Allied Supplies to hold its interim pre-tax profit at £181,000.

The comparison was £187,000, which was reduced to £150,000 by the end of the year to September 30 1991.

The result was achieved on turnover 24 per cent down at £10.4m. Earnings were 0.38p (0.14p) per share.

The UK subsidiary continued to be affected by depressed conditions in the manufacturing industry in the west Midlands, and made a negligible contribution.

In Canada, the labour disputes and plant closures experienced by many customers continued in the first half. Those disputes had been settled, and there were indications of improved results in the second half.

General Accident
THREE MONTHS' RESULTS

The results of the General Accident Group for the three months ended 31st March 1991 estimated and unaudited, are compared below with those for the similar period in 1990, which are restated at 31st December 1990 rates of exchange; also shown are the actual results for the full year 1990.

It must be emphasised that the results for an interim period do not usually provide a reliable indication of those for the full year.

	3 Months to 31.3.91 Estimate £ millions	3 Months to 31.3.90 Estimate £ millions	1990 Actual £ millions
Premium Income			
General Business	819.1	716.2	3,045.8
Long Term Business	104.0	102.4	413.5
	923.1	818.6	3,459.3
Investment Income	110.1	92.5	429.9
NZI Bank Result	0.2	(1.5)	(6.3)
Estate Agency Result	(5.2)	(5.3)	(23.3)
Underwriting - General Business Result	(167.3)	(153.9)	(461.7)
Long Term Business Profits	8.0	6.8	25.2
	(54.2)	(61.6)	(36.2)
Less Interest on Loans	20.9	19.9	85.1
Loss before Taxation	(75.1)	(81.5)	(121.3)
Taxation - U.K. and Overseas	(14.6)	(18.3)	(25.7)
Loss after Taxation	(60.5)	(63.2)	(95.6)
Minority Interests	(0.6)	(0.8)	(2.4)
Net loss attributable to Shareholders	(59.9)	(62.4)	(93.2)
Earnings per Share	(13.8p)	(14.6p)	(21.7p)
Principal exchange rates used in translating overseas results			
U.S.A.	\$1.74	\$1.93	\$1.93
Canada	\$2.01	\$2.24	\$2.24

Notes

(1) Under a Scheme of Arrangement sanctioned by the Court of Session under Section 425 of The Companies Act 1985 and effective on 5th July, 1990 the shareholders of General Accident Fire and Life Assurance Corporation plc received for each share then held, two new shares of 25p each fully paid in General Accident plc. Earnings per share for the three months to 31st March 1990 have been restated.

(2) Investment Income includes in 1991 £2.9m representing amortisation of US deep discount bonds (1990 £2.7m which was not credited to earnings).

(3) The NZI Bank result includes gains and losses both realised and unrealised on investments held for trading purposes.

Analysis by Territory of General Business Premium Income and Underwriting Result

	3 months to 31.3.91 Premium Income £M	3 months to 31.3.90 Premium Income £M	3 months to 31.3.91 Underwriting Result £M	3 months to 31.3.90 Underwriting Result £M
U.K.	286.3	270.2	(92.5)	(80.2)
U.S.A.	254.4	196.5	(39.7)	(25.2)
Europe other than U.K.	54.7	53.5	(10.3)	(15.2)
Canada	90.8	74.7	(4.8)	(4.0)
Pacific	77.4	70.6	(11.2)	(12.0)
Other Overseas	24.4	22.1	(3.5)	(2.7)
London Market Business incl. Internal Reinsurance	29.1	28.6	(5.0)	(14.6)
	819.1	716.2	(167.3)	(153.9)

Net written premiums and investment income increased in sterling terms by 14.4% and 19.0% respectively. Adjusted to exclude the effects of currency fluctuations, the increases were 8.0% and 8.1% respectively.

In the United Kingdom, net written premiums were £286.3m (1990 £270.2m). There was an underwriting loss of £92.5m (1990 £80.2m loss net of internal reinsurance) after a provision of £3m in respect of the VAT changes introduced in the 1991 Budget. The Homeowners' and Commercial Property accounts reported losses of £20.9m and £21.7m respectively, which compared with losses of £26.9m and £28.0m in 1990, when both accounts were affected by severe weather losses. The Motor account, continuing to reflect the escalation in the frequency and average cost of claims seen in the later months of 1990, produced a loss of £32.0m (1990 £14.0m loss).

In the United States, net written premiums were \$442.8m (1990 \$379.2m) and the operating ratio was 115.68% as compared with 112.67% for the same period last year, due to deterioration in personal lines business. On the United Kingdom basis, the underwriting loss was £39.7m (1990 £25.2m loss).

Elsewhere there were aggregate underwriting losses of £34.8m (1990 £48.5m loss). In the same period last year European and Internal Reinsurance results were adversely affected by weather losses. In Canada there was a continuation of the excellent 1990 results. Underwriting losses in the Pacific were down following a much better result from New Zealand.

New annual premiums for life business in the United Kingdom for the three months were £11.6m (1990 £13.6m) while single premiums have increased by £11.6m to £21.5m (1990 £9.9m).

General Accident plc

World Headquarters: Pitheavlis, Perth, Scotland PH2 0NL

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Slough Estates plc
234 Bath Road
Slough SL1 4EE

S.G. Warburg & Co. Ltd.
2 Finsbury Avenue
London EC2M 2PA

S.G. Warburg Securities
1 Finsbury Avenue
London EC2M 2PA

15th May, 1991

FT LAW REPORTS

Bank retains right to order disclosures

A AND OTHERS v B BANK, BANK OF ENGLAND INTERVENING
Queen's Bench Division
Commercial Court
Mr Justice Hirst
May 10 1991

THE BANK of England's statutory power to order an authorised deposit-taking institution to disclose documents which the Bank reasonably requires for performance of its supervisory functions, overrides a court order restraining the institution from disclosing the documents to any third party pending trial of an action against it.

Mr Justice Hirst so held on an application by the defendant, B Bank, for directions as to whether, despite an injunction restraining it from disclosing documents pending trial of an action by the plaintiffs, A and others, it was free to comply with a Bank of England notice for their disclosure.

HIS LORDSHIP said that on August 13 1990 Mr Justice Morland granted A and others an injunction restraining B Bank, until trial or further order, from disclosing to the New York grand jury or "any third party" all documents and information held by B Bank at its London branches or elsewhere within the jurisdiction.

B Bank had been ordered by a subpoena issued in New York on July 24 1990 to produce the documents referred to in the injunction.

On April 26 1991 the Bank of England served on B Bank a notice under section 39(3)(a) of the Banking Act 1987, requiring it to produce specified documents comprising all or some of the documents covered by the injunction.

The documents related to the accounts of seven of the plaintiffs, including A, on the ground that they were reasonably required by the Bank of England for performance of its functions under the Act.

The notice specified various classes of documents relating to acquisition of three US banks by a US bank holding company.

On the present application B Bank sought directions as to whether notwithstanding Mr Justice Morley's order, it was at liberty to comply with the section 39 notice.

B Bank was anxious to comply with the notice, but was concerned that compliance might breach the injunction.

Section 1(1) of the Banking Act provided that the Bank of England should have the powers conferred on it by the Act "and the duty generally to supervise the institutions subject to it in the exercise of those powers".

By section 3 no person in the UK could accept a deposit in the course of a deposit-taking business, unless authorised by the Bank of England.

One of the minimum criteria for authorisation was that the business must be conducted "in a prudent manner". B Bank was an authorised institution.

Section 39(3) empowered the Bank, by notice in writing, to require an authorised institution to disclose to it such information or documents as it might reasonably require for performance of its functions under the Act.

Section 39(11) provided that any person who "without reasonable excuse" failed to comply with a section 39 requirement, should be guilty of an offence and liable to imprisonment or fine.

Section 40(1) provided that Bank of England officers might enter any premises occupied by a person on whom a section 39 notice had been served, for the purpose of obtaining the required information or documents.

Section 40(3) provided that any person who intentionally obstructed those officers would be liable to imprisonment or fine.

The basis for the section 39 notice was set out in an affidavit sworn by Mr Roger Barnes, assistant director of the Bank of England and head of the banking supervision division.

His evidence was that notice was served for the purpose of an investigation into information from the board of governors of the Federal Reserve System, that B Bank had acquired control of a US bank holding company and subsidiaries, and two other banks, in violation of US law.

He said he was also informed that B Bank and its agents appeared to have made false and fraudulent statements to the board, regarding ownership and control of the bank holding company and another bank.

He said, if true, those matters were of concern to the Bank of England as supervisor of B Bank. He was satisfied that the documents were necessary for the Bank of England to discharge its supervisory functions in respect of B Bank.

He was also satisfied that it was "reasonable" to require production of the documents.

The main issue was whether section 39 overrode the injunction. Mr Beloff for B Bank said there was no basis for implying an exception to the prohibition in the injunction to the effect of "otherwise than pursuant to a section 39 notice".

He said Parliament could by legislation have provided for revocation or variation of an injunction, but it did not do so in section 39. It would be surprising, he submitted, if Parliament had given the Bank of England the right to issue notices calling for immediate production of documents which overrode court orders, and it would be constitutionally anomalous to allow an executive order to override a judicial order.

He submitted that a court order provided a "reasonable excuse" within section 39(11).

Mr Langley for the Bank of England said the basis of the injunction was the bank/customer relationship of confidence, and it was well-established that the duty of confidence was overridden by the duty to comply with the law (see *Taylor No 2* [1989] 3 All ER 553).

Since the Act overrode the duty of confidence, he said, it must also override any powers orders made on that basis, otherwise the Bank of England could not properly discharge its public duty of supervision.

As to section 39(11) he relied on *Bank of England v Riley, CA, unreported, October 17 1990*. There Lord Justice Ralph Gibson, referring to exclusion of privileges against self-incrimination under section 42 of the Act, said that "reasonable excuse" in section 42 covered "such matters as physical inability to comply with a requirement for information or documents arising from illness or accidental destruction".

Finally, he said, there was a strong presumption against the court having made an order which could have the effect of overriding or emasculating section 39.

Mr Philipson for A and others supported Mr Beloff's arguments.

The statutory purpose of the Act was contained in section 1. The scope of the public duty to supervise authorised institutions was extremely wide, since the authorised institutions included, under section 3, all "deposit-taking business".

In fulfilling that duty the Bank of England might often be faced with situations where extremely urgent action was required, and where delay could result in losses to substantial numbers of customers of such institutions, whose interests the Act was designed to protect.

Mr Beloff and Mr Philipson had argued that the Bank of England would not suffer any inconvenience if it had to apply to vary an injunction before it could set the section 39 process in motion.

That argument was rejected. In most cases the Bank of England would not know of the existence of an injunction until after notice was served.

It was manifest that fulfilment of the Bank of England's public duty overrode the duty of confidence to customers.

Both Mr Beloff and Mr Philipson placed strong reliance on section 39(11), but an injunction did not qualify as a "reasonable excuse" within that subsection.

The situations envisaged by subsection (11) were well illustrated by *Riley*, which was dealing with the same words in another section of the same Act. The terms of section 40 strongly supported those conclusions.

Section 40(1) allowed Bank of England officers to enter premises, with no protection of "reasonable excuse" accorded to the person on whom the notice was served. Indeed, any obstruction would, under subsection (3), expose that person to the risk of prosecution.

Section 39 overrode the injunction.

For the reasons given by Mr Langley the injunction as framed should be interpreted as not prohibiting compliance with the section 39 notice.

Mr Barnes's evidence was accepted in its entirety. The documents were reasonably required by the Bank of England for performance of its functions under the Act.

Mr Philipson said the notice was defective because it specified documents by class, not individually.

It was proper for documents to be specified by class in a section 39 notice.

For B Bank: Michael Beloff QC and Ali Malek (Stephenson Harwood).

For A and others: Trevor Phillips QC and Timothy Worrington (Dervin Leighton).

For the Bank of England: Gordon Langley QC and Thomas Keith (Frestfields).

Rachel Davies
Barrister

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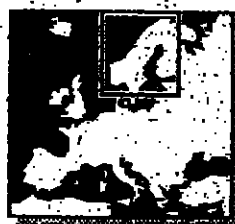
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NORWAY

Wednesday May 15 1991

■ Economy in good shape despite worries on unemployment Page 2

■ Oil and gas: where prospects couldn't be better Page 4



Norway's relations with western Europe now dominate its political and economic life. Mrs

Brundtland, the prime minister, believes it will be a long haul to convince her countrymen that their future lies inside an expanded Community, writes Robert Taylor

On edge over Europe links

NORWAY this spring seems paralysed by indecision over its future relations with western Europe. With its neighbour Sweden about to send off a membership application to join the European Community and the probability that the current EC-EFTA negotiations on a European Economic Area will produce at best only a feeble agreement, the country remains unsure of what it should do, with signs of growing organised opposition to any suggestion that Norway should become an EC member.

The timetable for European integration is going too fast for the comfort of most Norwegians. Many are full of gloom about the prospects, afraid that any national debate over joining the EC will revive all the old bitterness and conflict that

still seem fixed firmly on the trauma of 1972 with most people agreeing there must be no repetition of that painful time which led to rejection of membership of the Community.

Unfortunately for Norway, it will be difficult to avoid fresh convulsions over the EC. The country is going to be forced - perhaps sooner rather than later - to take a view on whether or not to apply for membership. To Mrs Gro Harlem Brundtland, the Labour prime minister, the political dilemma is acute though it is not sufficiently recognised as such outside Norway.

Her minority government came to power only last November when the non-Socialist coalition which had been formed just over a year earlier after the indecisive September 1989 general election collapsed. With only 63 seats in the 165-strong parliament, the Labour party relies on the support of others to stay in office.

Yet, under the constitution the government cannot call a new general election. The present parliament has to remain in being until September 1993.

Mrs Brundtland is known personally as a strong supporter of EC membership but she does not want to have to



Prime minister Brundtland (left) and a key rival, the Conservative leader Kaci Kullmann Five



make her intentions clear on the question for the time being.

The prime minister repeatedly says the Labour party will make up its mind at its next conference in November 1992.

A discussion document on the subject is to be published this autumn for debate by party members in the run-up to the conference. The leadership will make its position clear then, but Mrs Brundtland's step-by-step strategy is designed to keep the party together as long as possible.

Nevertheless, the Labour party leadership might speed up the timetable. On June 21-22, when the governing council is due to meet, party members may try to force the EC question onto the agenda. They could demand the calling of a special party conference to decide on the EC and under Labour's rules this could be held after six months. Much depends on how the discussions go in the next few weeks between the EC and EFTA.

Mrs Brundtland made it clear in her own May Day speech that it was inconceivable that Norway could remain outside the EC if both Sweden and Finland joined. But for the moment she still hopes a strong EEA agreement can be

reached which will at least provide some breathing space.

Indeed, the Norwegian government believes there is no real need for haste. Ministers have been told by Brussels that negotiations on the inclusion of new member states in the EC are unlikely to start until early 1993 so there is plenty of time for Norway to prepare itself alongside the other Nordic states who want to join EC. Moreover, it is often forgotten that the preliminary work on the country's EC membership was done 20 years ago when Norway first applied.

Mrs Brundtland and her colleagues believe it will be a long haul to convince the majority of Norwegians that their future lies inside an expanded Community. That attitude may seem ultra-cautious but it reflects an awareness of public opinion. "Apparently 430m people inside the EC are wrong about it and 4m Norwegians are right," says Mrs Five, the Conservative leader.

Feelings among many Norwegians about the EC still seem deep and divided. "It is no good telling people here that we should join the EC because other European countries want to do the same. We have to find strong Norwegian

reasons why we should do so," explains one sceptic.

That will not be easy. Both history and geography provide strong arguments for the anti-EC forces. "We were dominated by the Danes from 1389 until 1814 and then by the Swedes until 1905. You must never forget many of our people have a colonist's attitude to the outside world," says Professor Henry Valen at Oslo's Institute for Social Research.

The EC is still seen as much more of a threat to Norway than an opportunity. Worries about rich Germans buying up Norwegian summer homes are not confined to the lunatic fringe. The Nazi occupation may have ended over 45 years ago, but it was only in 1989 that German troops began to take part in Nato exercises on Norwegian territory.

Moreover, as a country on the very edge of northern Europe Norway naturally looks outward towards the Atlantic, not south to continental Europe. Its insularity and isolation remain formidable. It is still a young nation whose sovereignty and independence are fiercely defended.

What those who want Norway to join the EC have to avoid is any suggestion that

the country has no real choice to make. The pro-EC campaigners in 1972 warned that if Norway did not join the EC it would be devastating for the economy and destroy people's living standards. In fact, the opposite happened.

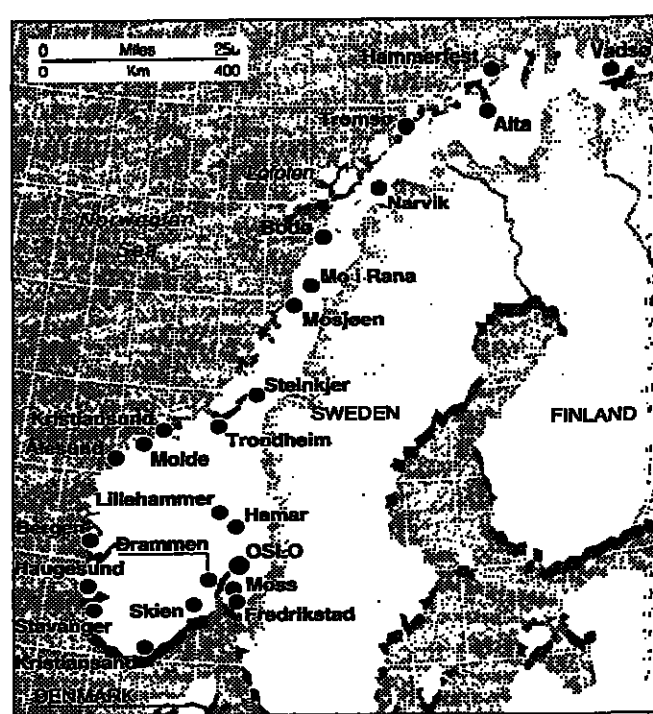
Oil and gas revenues after the mid 1970s heralded a new era of unprecedented prosperity for Norway as it became one of the two largest energy suppliers in western Europe. The realisation that Norway could get along quite well on its own strengthened the anti-EC position.

Yet, whether people are aware of it or not, Norway is moving inexorably closer to the rest of western Europe under the pressure of the country's increasing internationalisation. The most obvious public sign of this has been the financial liberalisation which culminated in the abolition of foreign exchange controls in the summer of 1990.

Last November Norway took another important step towards an integrated capital market for western Europe when it was decided - with little fuss - to peg the krone to the European currency unit, the Ecu. Mr Hamrod Stenland, governor of Norway's Central Bank, says that the country intends to go further and link the currency to the exchange rate mechanism of the European Monetary System.

The policy-makers accept Norway cannot cut itself off from the rest of Europe and that its freedom of action is already severely limited by its international obligations. But they also recognise they must argue and persuade most Norwegians to accept the desirability of EC membership. It will not be easy.

Norway remains in a troubled, peculiar mood at the moment. "There are more people with open minds than closed ones now over the EC," said one of Mrs Brundtland's senior advisers. But nothing can be left to chance. The sooner the arguments for the EC are deployed in the national debate, the better. Otherwise those stubborn forces of history and geography will ensure that Norway remains aloof from the process of European integration.



KEY FACTS

Area	386,958 sq km
Population	4.25 million (1990 estimate)
Average Exchange Rate	1989 \$1 = Nkr6.90 1990 \$1 = Nkr6.26
ECONOMY	
Total GDP (\$bn)	90.9
Real GDP growth (%)	1.2
GDP per capita (\$)	21,488
Components of GDP (%)	
Private Consumption	50.3
Gross Fixed Investment	27.2
Stockbuilding	-2.5
Government Consumption	20.9
Exports	41.8
Imports	-37.8
Consumer prices (% change pa)	4.8
Unemployment (% of lab force)	4.8
Reserves minus gold (\$bn)	13.8
Discount rate (% of lab force)	11.0
Cash SE industry index (% change over year)	+46.8
Current account balance (\$bn)	0.2
Exports (\$bn)	27.2
Imports (\$bn)	23.4
Trade Balance (\$bn)	3.8
Main Trading Partners 1989, % by value	
UK	26.8
Sweden	12.4
West Germany	12.1
US	6.8
EC	65.2
EFTA	16.2
	24.5

Source: IMF, Datastream, Economist Intelligence Unit.

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Energy to the future

NORWAY 2

The main worry is unemployment, reports Robert Taylor

Economy moving 'in right direction'

NORWAY'S ECONOMY looks in better shape than most in western Europe this spring. "There are grounds for optimism," says Mr. Torgeir Skarland, vice-president of the employers' organisation, NHO. "People are working harder, saving more and spending less. Norwegians are showing common sense."

Even the cautious Central Bank governor Hermod Skanland takes a relatively cheerful view of today's economic prospects. "We have had a fair amount of success in maintaining the balance in the economy," he says. The Finance Ministry view is that "much of the economy is now going in the right direction."

Last year, the rise in Norway's gross national product (including oil and gas) was 1.8 per cent. This year's growth rate is expected to come out at 2.3 per cent - one of the best performances in the western world - rising to 2.5 per cent in 1992.

There was a substantial current account balance of Nkr27.9bn that totalled 4 per cent of the country's gross domestic product in 1990. This year the balance is forecast to rise to Nkr36bn and in 1992 fall slightly to Nkr34bn.

The country's competitive position has improved. Between 1980 and 1988 there was a 12 per cent deterioration in competitiveness but over the next two years over half was recovered due to productivity improvements mainly caused by a shake-out of labour in manufacturing.

In 1990 prices rose by 4.1 per cent. Forecasts suggest this year's price rises will average under 4 per cent. This is the best inflation performance since 1989.

Average annual wage rises have been modest with a 5 per cent growth last year though this covers a diversity of settlements from over 7 per cent in export-oriented industries and retail to less than 3 per cent in the construction sector. In 1991 wages are set to grow by about 4 per cent.

The government has maintained a fairly tight fiscal policy with no signs that it is prepared to stimulate the economy in a reckless way though there has been some easing in the face of rising unemployment and the budget deficit is expected to climb to around Nkr11bn this year.

However, there is one black cloud hanging over the economy. Registered unemployment has become a sensitive political issue. In 1990 it averaged 5.3 per cent and it is expected to run at around 4.8 per cent this year and 4.5 per cent in 1992. By western European standards this looks low but it is the worst that Norway has known since the 1930s. Moreover, the total excludes those who are on various training and employment programmes. If they are counted in, around 7 per cent of the workforce are outside the labour market.

It would be far too optimistic to suggest the economy is set for an untrodden

1990s. Much depends on what happens to the level of energy prices. A quarter of the country's export revenue is derived from its North Sea energy sources.

The visible trade deficit of the mainland economy rose from Nkr30bn in 1989 to Nkr40bn last year with a likely increase to around Nkr50bn in 1991.

The Central Bank is worried about the long-term consequences of lower world oil prices. "Reduced oil dependence will increase the need for curbing public expenditure growth," it says. The OECD warns the government not to "use temporarily higher oil revenues to alleviate short-term economic problems". In its March survey it urges ministers to "stick to the strategy of limiting the economy's oil dependence and expanding mainland industrial sectors."

Wage bargaining: national bargaining at the centre between employer organisations and trade unions may no longer be fashionable in the west but in Norway it has played a crucial role since 1989 in reviving the economy by adjusting domestic costs to those of overseas competitors. The first real signs of success came in 1988 and 1989 when the voluntary wage

agreement reached between the LO (National Federation of Trade Unions) and the Confederation of Norwegian Business and Industry (NHO) was backed up with the threat of sanctions through incomes restraint legislation passed by parliament.

The back-up powers provided by law were demanded by the trade unions who wanted to ensure that groups outside the scope of the national agreement could not secure higher wage rises. As a result, pay rises averaged only 6.7 per cent in 1988 and 5.8 per cent in 1989.

Last year the LO was not sorry to see the end of two years of what amounted to a statutory incomes policy. But the return to voluntary national collective bargaining did not dent a wage explosion. "Our arguments had an impact on our members," says the LO chief economist. "They were aware that pressure for higher wages would have an effect on unemployment."

The modest wage settlements of the past four years have helped to improve Norwegian competitiveness. In 1990 unit labour costs shot up by 11 per cent yet in 1989 they fell by 2 per cent while in 1990 they rose by 2 per cent. It is expected they will increase by a modest 1.5 per cent this year.

In 1989 there was also a strong productivity gain of 6.4 per cent in manufacturing mainly due to a labour shake-out. Norway's international competitiveness improved by as much as 5 per cent as a result though the average level of wages is still more than 20 per cent higher than in its main trading competitors.

Previous incomes policies have been destroyed by wage drift. Though this has not happened to any damaging degree since 1987, the current success is rather surprising. Norway's LO with its 36 affiliated unions covers only 60 per cent of the 56 per cent of workers who are unionised. But the basic agreement has determined the pay outcomes for the entire workforce. "The rising level of unemployment undoubtedly helped to dampen expectations," says the LO's chief economist. The LO leaders remain firm believers in the principle of wage equality, but the demand for more flexible local deals is growing stronger among workers and employers.

However, it seems unlikely that the LO will spearhead any self-destructive pay push offensive. It remains worried about

unemployment and what it regards as a lack of urgent response towards the number out of work from the government. Tax reforms: the package announced last month is due to come into force in January 1992. Based on cross-party guidelines, its aim is to improve the functioning of the economy, while making the tax system simpler to understand and administer.

The government proposes to tax ordinary income, including profits and capital, at a new flat rate of 28 per cent. Although corporations pay 50.8 per cent of their profits in tax after deductions, at present there are legal ways of tax avoidance. But as a result of the tightening up of depreciation rules as well as a repeal of tax credit arrangements, the tax base is to be broadened so that in practice the Ministry of Finance argues. "There will be no change in the real tax level for the business sector." It is also planned to cut the tax on investment from 7 to 5 per cent and remove the wealth tax on corporations.

The employers do not like much of this and the shipping companies are outraged. At the moment they pay next to nothing in tax and they will be hit by a reduction in the maximum permitted rate of depreciation on ships to 14 per cent.

The reforms will also reduce the highest marginal tax rate from 57.2 per cent to 43.8 per cent while for middle income groups earning Nkr135,000-195,000 a year the highest tax rate charged will be 35.8 per cent. The Finance Ministry calculates the overall result will be a tax cut of Nkr1,700-3,800 a year for most wage-earners, reducing the overall burden by Nkr2.4bn.

Robert Taylor profiles Socialist Venstre

Young, green, and populist

THE SOCIALIST Left is Norway's third largest political party at the moment. Under its 36-year-old leader, Erik Solheim, it polled 10.1 per cent of the vote in the September 1989 general election and increased its number of seats in Parliament from six to 17. Today it is recording around 14 per cent support in opinion surveys.

Mrs Brundtland and her colleagues in the minority Labour government regard Socialist Venstre (SV) as an irresponsible party that is incapable of taking unpopular decisions and makes promises

it is in no position to deliver. "Our relations with Labour are tense," admits Mr Solheim. "Ministers see us as exploiting discontent among Labour's supporters."

Observers of SV's recent party conference suggest that it has dropped its belief in class politics. Avowedly committed to Marxism, SV has become more green than red in recent years. "The party does not talk about Socialism any more," suggests one seasoned commentator. It campaigns primarily on environmental issues. "We are using Parliament as

a platform to speak to the people," declares Mr Solheim. Instead of denying the populist charge, he argues that is what has widened SV's appeal beyond the sectarian fringe.

His party appears to have found a profitable niche in Norwegian politics as a loose coalition of the left that brings together green idealists with others unhappy about the Labour party's lurch towards the middle ground.

SV is very much a protest movement whose roots are the 1960s generation though it likes to parade a vigorous, modern image, untroubled by the cynicism of conventional politicians.

Unlike other parties to the left of Social Democracy in western Europe, it is also untroubled by any identification with Soviet Communism. Founded in 1961 as the Socialist Popular party, an anti-nuclear nationalist break-away from Labour's pro-Nato cold war identity, it was not until the early 1970s that it began to make an impact, mainly as a result of its role in the campaign against Norway's EC membership application. In 1975 the present SV emerged through a merger between the Socialist Popular party, elements of the Communist party and independent Socialists as well as another Labour splinter group.

Professor Henry Valen at Oslo's Institute for Social Research believes SV benefited in the 1989 general election from the end of the Cold War. As defence ceased to be a major issue in Norwegian politics, SV has found it easier to find support, he argues. But as Mr Solheim points out, SV also appeals to elements among the Labour party, especially those who

still believe in the collectivist values of solidarity and equality and the welfare state at a time when the cause of the market economy has won converts across the political spectrum. "People say to me you talk like the Labour party used to do," says Mr Solheim.

SV was able to capture considerable support in the 1989 election campaign from former Labour voters with its criticism of the government's failure to bring down unemployment and its defence of the universalist principles of the welfare state from the frontal assault launched on them by the populist Progress party.

But in fact, SV's appeal is also aimed at the growing elements in what constitutes Norway's post-industrial society. In 1989 its main electoral support derived from the young and middle-aged salaried working in the public service sector who made up 35 per cent of their voting strength compared with the 29 per cent estimated to have come from among manual workers.

In the light of its caring, soft image, as many as 57 per cent of SV's voters were women in 1989. It appears to be stronger among those under the age of 50. A mere 16 per cent of its voting strength in 1989 came from Norwegians over 60. The party secures higher than average backing in the Oslo area, the west and the far north.

Mr Solheim's party has benefited from the realignment of Norwegian politics. More voters no longer identify closely with one party. They may find their partisan preferences more frequently.

Without the burdens of office, SV is untroubled by the need to compromise. But if the party maintains its momentum in September's local government elections, it may find itself in coalition on some councils with Labour. This will force SV - which has benefited from the mood of discontent with the traditional system - to muddy its hands in the give-and-take of politics.

THE OPPOSITION

The Kaci effect

THE CONSERVATIVES - the main opposition - hope they are now entering a period of genuine and lasting revival after the election of a new young leader last month. Certainly, the 36-year-old Mrs Kaci Kullmann Five is already bringing a breath of fresh air to the party's stuffy image.

Her arrival at the top has worked wonders for the party's poll position. Back in January, only 14 per cent backed the Conservatives, a record low; now the party is securing around 22 per cent support. The so-called Kaci effect appears to have transformed Norwegian politics in just a few weeks.

Mrs Five hopes the Conservatives can improve their position over the next two years so the party will be able to form a minority government after the September 1993 general election. This may be over-ambitious, but it is hard to see any alternative strategy at the moment that the Conservatives could pursue with much zest.

The party has good reasons to avoid any close co-operation with the small Centre and Christian People's parties after its experience last autumn. The three non-socialist parties formed a coalition government under Conservative leader Jan Spee in the aftermath of the indecisive September 1989 general election.

In retrospect, many Conservatives believe the party made a tactical mistake by joining up with the other two. By last autumn the tensions between the Conservatives and the Centre party in particular had reached breaking point over the European issue. The anti-EC Centre leaders opposed any proposed changes in Norway's so-called concession laws that safeguarded the country's

companies and property from foreign ownership under the EC-EFTA negotiations on a European Economic Area.

But the Conservatives, who are the only party in Norway almost unanimously in favour of the country's eventual EC membership, would not bow to Centre pressure on such a key question. At the end of October the Centre party withdrew its support from the coalition and brought it down.

This is the second time in less than five years that the Conservatives have been driven from office in Norway as a result of a loss of support in Parliament. On the first occasion Mr Kaci Willoch fell from power after nearly five years as prime minister in April 1986 when his government lost the support of two maverick right-wing MPs from the Progress party who voted against a package of spending cuts and a higher gasoline tax.

Since that debacle the Conservatives have watched with dismay as the Progress party, with its populist mixture of tax-cut promises, attacks on the welfare state and tough law and order policies, began to grow dramatically mainly at their expense. The party lost out in particular among younger male voters who preferred the style of conservatism of the Progress leader Carl I. Hagen to the austere, more intellectual Conservative establishment who seemed to have little appeal outside the richer suburbs of Oslo.

Although the Conservatives and Progress have worked together on some local councils since 1987, the two parties find it hard to co-operate. Many Conservatives despise Mr Hagen's radical right party for what they see as its vulgarity. Others feared that Progress

had seized the intellectual initiative, making them look timid and compromised.

Not did the Conservatives improve their position by having three leaders in less than four years. In the general election nearly two years ago their share of the vote fell to 22.2 per cent with 37 seats in the 165-strong parliament from a 1985 figure of 30.4 per cent and 50 seats. The main gains on the right went to Progress whose electoral support climbed to 13 per cent from 3.7 per cent and from two to 22 seats.

Now under Mrs Five, the Conservatives believe they can restore themselves quickly. The dramatic improvement in its public opinion ratings suggests the party is bouncing back but sceptics question just how deep this new-found popularity really is. "The Kaci effect could last two months or two years," says one commentator. "But the party should not count on it indefinitely."

In a recent TV debate with the prime minister, Mrs Five founded herself being harassed by Mrs Brundtland as if she was an errant schoolgirl for suggesting the government ought to make up its mind sooner rather than later on the need for Norway to apply to join the EC.

In her inauguration speech as leader at the party conference in Trondheim last month, Mrs Five was keen to identify the Conservatives with the European cause. She was a pro-EC enthusiast as a student at Oslo University during the 1972 referendum campaign and remembers the bitterness that divided the country. Now she would like to force the issue to the forefront of the political scene though this will widen even further the gap between the Conservatives and their

former coalition partners, the Centre and Christian People's.

At the same time many Conservatives have no desire to reach any close understanding with Mr Hagen's Progress. Mrs Five gives the strong impression that her party sees itself as an alternative to Labour as a single party minority government. The corroding compromises of the Willoch-Spee years may be over.

There is no doubting Mrs Five's appeal as an intelligent and vivacious mother of two. But whether she has the necessary steel and stamina to take on the bruising task of confronting the wily Mrs Brundtland must still remain questionable. As Britain's John Major has discovered, being a nice man may not be enough in politics.

In the end, the fortunes of the Conservatives under Mrs Five may well be decided not by her party's own efforts in broadening its image and changing policies but on what happens to the Labour party over the next two years and in the 1993 general election and whether it can avoid a damaging split over the EC question.

This September's nationwide local government elections will give a strong indication of just how strong the Conservative revival is but unless the party can break out of its suburban middle-class southern stronghold, it may have trouble in projecting a distinctive identity as a genuine national alternative to Labour.

Ideally, a grand coalition of Labour and Conservatives would be best for Norway in defusing the European problem but this remains the least likely outcome. "There is no tradition in this country for that," says Mrs Five. "We want to show that the Conservatives are a serious and important political force capable of forming a government on their own." She is the first to recognise just how formidable an objective that is in today's volatile Norwegian political scene.

Robert Taylor

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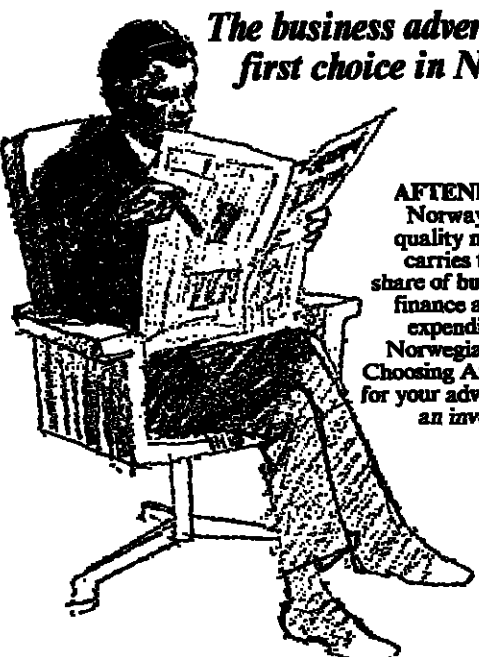
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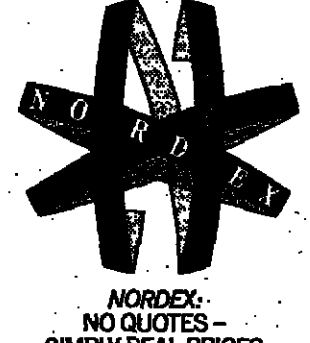
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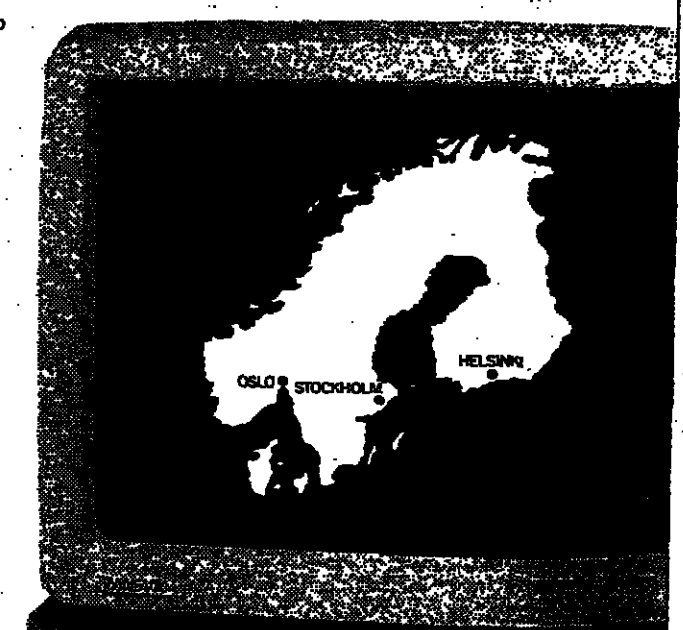
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THE ENVIRONMENT

Building on a green reputation

THE BIGGEST challenge for Norway is to combine its role as one of Europe's leading petroleum producers with that of being in the front line of work to reduce relentless polluting emissions resulting from the combustion of fossil fuels, says Mr Jens Stoltenberg, the Secretary of Environment.

"For us it is important to demonstrate that we take seriously the issue of the greenhouse effect, particularly because we are one of Europe's biggest net petroleum producers," he explains.

It seems almost a paradox that Norway has a reputation as one of the "greenest" countries in the world, despite its increasing North Sea petroleum production.

The tiny country's green international reputation, however, is largely built on the leading role played by Mrs Gro Harlem Brundtland, the prime minister, in the United Nations World Commission on Environment and Development.

The commission produced a report which not only raised world consciousness about the threat to the environment but concluded that it now represents a threat to global and regional economic and social development.

Norway produces just 0.2 per cent of the world's carbon dioxide emissions which are believed to be the main contributor to so-called greenhouse gases blamed for raising world temperatures.

The earth's average temperature is estimated to increase by one degree by 2025, and by three degrees by the end of the next century. This increase is expected to raise the sea level at an average rate of 6 centimetres a decade.

Carbon dioxide from Norway's offshore North Sea platforms account for 15 per cent of the country's total annual emissions. In 1983 CO₂ emissions reached 34.5m tonnes, or roughly 55 per cent of total emissions. They have since remained at about that level.

It is estimated by the UN's IPCC - Intergovernmental Panel on Climate Change - that 5.15bn tonnes of CO₂ is emitted worldwide on an annual basis (1.06t per person).

Industrialised countries account for 74 per cent of the total, although they comprise just 24 per cent of the world's population. The US emits 24 per cent of the world's CO₂, or roughly 8t per person.

Norway has signed a number of international treaties to reduce emissions and has implemented new domestic taxes and raised existing ones on burning fossil fuels. But its environmental policy seems almost to be on a collision course with its energy policy.

Evidence of this was presented earlier this year when the owners of the Heidrun oil and gas field presented a development plan which called for both oil and gas to be sold in

world markets but the gas was to supply a planned methanol plant and a gas-fired power generation plant, both to be sited on the mid-Norway coast.

Norwegian authorities approved the plan for oil production but postponed the one for gas production until further environmental impact and economic feasibility studies could be completed. Proponents of the methanol project argue that though Norway's emissions will be increased by methanol production, the methanol will be used as a component to lead-free gasoline that automobiles in other countries can burn at less danger to the environment.

Opponents of the gas-fired power generation facility argue that Norway's hydro-power, which generates electricity, is cleaner and cheaper and therefore a better alternative to gas-fired power.

Norwegian petrol is already heavily taxed, with the state taking about two-thirds of the price of every litre of petrol.

Earlier this year Norway introduced a tax on gas burnt at North Sea platforms. That is expected to raise Nkr700m in 1991, but Nkr100m of the total amount is earmarked for a global climate fund aimed at helping poor countries to clean up the environment. Norway currently produces 1.8m barrels of oil a day but production is expected to increase to 2.4m barrels by 1996 and remain above 2m barrels a day till the end of the decade.

The country also produces an annual average 25m cubic metres of gas and is one of Europe's main gas suppliers.

Norway currently exports most of its petroleum production because its electricity, since the 1970s, has been generated by clean, cheap hydro-power. The country has been touting its gas supplies to Europe - particularly the polluted east European countries - which could use gas as a cleaner way to generate power as a replacement to more polluting coal and oil.

Paradoxically, if Norway replaced hydro-power generated electricity with gas-fired power generation, its CO₂ emissions would increase significantly.

A ministerial report published in March concluded that Norway's North Sea oil industry will cause a sharp rise in carbon dioxide emissions - by around 60 per cent from 18 per cent - by the year 2000 unless new measures are introduced to help curb outlets.

The report recommended boosting taxes on the burning of fossil fuels. A litre of gasoline currently costs Nkr7.50 but the report suggested that the state add Nkr2 in taxes by the turn of the century.

Norway has pledged to stabilise carbon dioxide emissions at 1989 levels by the turn of the century and reduce sulphur dioxide emissions by 90 per cent by 1993 and a further 30 per cent by 1996. In addition, nitrogen oxide (NOx) emissions are to be stabilised at 1986 levels (244,000t) by 1993.

Under the North Sea Declaration signed in the Hague by countries which border the North Sea, Norway has agreed to reduce spillage of nutrient salts into the North Sea by 50 per cent by 1995.

But, in February at the World Economic Forum in Davos, Mrs Brundtland said that today's international environmental agreements are not capable of achieving optimum results because the costs of reducing emissions vary considerably from country to country. "The implications of reducing emissions must not lead to a tangible distortion of competition," she declared.

Uniform percentage reductions of emissions are not a cost-effective way to achieve environmental goals, nationally or internationally, she believes.

For example, Mrs Brundtland said that although acid rain is a serious problem for Norway, roughly 90 per cent of it is generated by other countries. She suggested that further reductions in Norway's "low" sulphur dioxide emissions would cost 10 times as much as similar reductions in Poland and therefore the environment would be improved more quickly by investing in a clean-up operation in Poland rather than in Norway.

Similarly, Japan is responsible for 14 per cent of the world's gross national product but accounts for just 5 per cent of world CO₂ emissions whereas China generates just 2 per cent of the world's GNP, but generates as much as 9 per cent of its CO₂ emissions.

To achieve maximum environmental benefit for the minimum cost, a new generation of environmental agreements at the global level must be developed, Mrs Brundtland suggested.

To this end, Norway is seeking support for a new concept called "tradeable CO₂ quotas". The way this quota scheme is meant to work is that a global ceiling for emissions would be established with each country - or region - reducing emissions according to an emission quota within the global ceiling.

Countries - or regions - could choose either to use their quotas or trade them. Those where the costs of reducing emissions are high could buy quotas from other countries where costs to reduce emissions are low.

Emission quotas could be paid for in several ways, Mrs Brundtland suggests, not only in the form of money, but also by deliveries - to other countries - of clean energy, pollution control technology, comprehensive trade agreements, or by a combination designed to promote environment and development. In the US a similar scheme works to curb total emissions of sulphur dioxides.

Tradeable emission quotas would serve Norway well for the country contributes very little to the greenhouse effect, while it produces an abundance of gas which other countries could use to replace polluting coal and oil for power generation.

But there is some anxiety that an international agreement on reducing CO₂ emissions would force world crude oil prices to fall to a level which could reduce annual income to Norway's oil-dependent economy by between \$2.7bn and \$3.5bn. In 1990 income from the petroleum sector represented 13 per cent of Norway's GNP while petroleum accounted for 30.2 per cent of total exports.

Karen Fossli

Karen Fossli looks at controversial tax reforms

'War' on shipping

THIS YEAR Norway boosted its standing in the world shipping league to No 3, behind convenience flags Panama and Liberia, by increasing the combined tonnage under its registers to 42m deadweight tonnes (dwt) from 37.4m dwt a year ago, when the last Norway survey was published.

It has been estimated shipowners must purchase up to 700 ships in the next decade if Norway is to continue expanding its share of the world fleet. This growth will cost more than \$34.5bn until 1995.

In the past five years the Norwegian ocean-going merchant fleet has grown faster than any other in the world, largely because of the establishment in 1987 of the Norwegian International Ship Register (NIS), and a tax regime which favours shipping.

NIS restored the health of Norway's shipping industry, which had suffered a debilitating decline in the 1970s, by offering shipowners some of the world's most flexible and liberal operating conditions. With a tax regime which created an environment for shipowners to boost investments, they were able also to help fuel the growth of contracts placed with a wide range of ship-based services within the domestic maritime community.

However, the period of rapid expansion may grind to a halt and obstruct opportunities for continued maritime growth through the modernisation of the domestic fleet. In the near future Norway could see a rapid exodus of its shipowners because of a planned overhaul of the 80-year old tax system which they claim will significantly reduce their international competitiveness and restrict financial flexibility to renew the ageing fleet.

The tax proposals were announced just after Norway hosted an international conference on safety at sea which stressed the necessity of renewing the fleet to minimise maritime risk and reduce the number of accidents at sea.

Mrs Eldrid Nordboe, Norway's minister of trade and shipping, told the conference that the average age of the merchant fleet had so increased that it was difficult to meet the expenses for necessary ship maintenance and repair, let alone modernise their fleets.

Norway's shippers currently have a total of 160 ships on order, roughly 15 per cent of the world total, worth Nkr41bn.

Mr Per Morten Vigtel, a director with the Norwegian Shipowners' Association, an influential lobby group, says that the tax reform is viewed by his members as a near-declaration of war on shipping. It would give Norway the strictest tax system on shipping in western Europe, he says.

According to the association, the proposal, which calls for a cut in the depreciation rate for ship investments to 14 from 25 per cent, will make it too expensive for shipowners to embark on fleet renewal programmes.

Mr Vigtel points out that most of Norway's west European shipping competitors have a depreciation rate on ship investments of between 25 and 30 per cent. He argues that a possible consequence of the reform will be a decline in investments and gradual "drying out" of the shipping fleet to more accommodating countries such as Liberia.

The government's reform is intended to streamline the fiscal system and it cuts the rate of corporate tax from 50.8 per cent to 28 per cent. At the same time, however, it abolishes attractive allowances which essentially reduce the average tax rate, under the existing regime, to 20 per cent.

Jamnet Capel, the UK stock brokers, says the change implies a tenfold increase in taxes paid by shipowners. In a report after the reform was announced Capel estimated that Bergen, Norway's biggest shipowner, would have paid a tax bill of Nkr250m in 1990 under the proposed regime, instead of Nkr15m under the existing one.

Last year Bergen nearly doubled profits to a record Nkr25m from Nkr12m in 1989, mainly because of gains from securities trading.

Although the tax reform will allow large tax-free gains, accumulated in limited shipping partnerships under the existing regime, to be converted into onshore equity investments, this benefit may prove to be of little use to shipowners strapped for extra cash to invest in stocks.

Though so far only a proposal, the tax reform has had a negative psychological impact on investors in shipping equities. The Oslo bourse's shipping index started last year at 890.71 points and sailed to a year's high of 1,023 points by mid-March of this year only to fall back to 578.31 points at mid-April, a week after the tax proposals were announced. The index fell more than 50 per cent between mid-March 1990 and mid-January of this year. In February the shipping sector was valued at Nkr32bn, or roughly 20 per cent of the value of the Oslo market.

Before the tax reform was announced, for implementation in 1992, analysts had forecast a good, solid overall performance for the industry this year based on a combination of high charter rates, good demand and a strong dollar.

Now shipowners hope that the opposition, with a majority in the Storting, will either throw out the tax proposal or call for amendments to bridge the disparity between Norway and its competitors.

But with the seasonal doldrums of spring and summer, charter rates and share prices are expected to drop, adding to the crunch on raising funds to renew the fleet. In the last two years some Nkr2.9bn has been raised by shipping companies on the Oslo bourse.

If Mrs Nordboe is to see Norway's fleet renewed, her government will have to compromise on its stringent tax reform proposal to keep the path of investment to modernisation free from obstruction.

Mr William O'Neill, secretary general of the UN International Maritime Organisation, told delegates of Norway's safety at sea conference that statistics show conclusively that old ships are prone to a higher number of accidents than new ones. Luckily, the average age of Norway's fleet is 11.7 years, one year younger than the average of the world fleet.

There may be a rapid exodus of shipowners in the near future

grammes.

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Highlights

		1990	1989
Operating revenue	NOKm.	13.088	9.374
Profit before extraordinary items	NOKm.	1.046	725
Cash flow	NOKm.	1.339	931
Order intake	NOKm.	13.146	12.800
Return on total capital	%	12.3	12.5
Earnings per share	NOK	25.00	17.14
Number of employees		17.500	12.000

KVAERNER

NORWAY 4

Karen Fossli on the possible impact of the 'green wave'

Europe's top oil producer

DURING the next decade Norway will approve no fewer than 60 to 70 small satellite oil-field developments - up to 10 annually - to help maintain crude oil production above 2m barrels a day. The new fields could contribute up to 1m barrels to daily production.

According to Edinburg-based County NatWest Wood-Mac (CNWM), the analyst, this year Norway overtook Britain as Europe's biggest oil producer with an estimated annual average oil and natural gas liquids (npl) production of 1.94m barrels a day, 13 per cent above last year's level.

CNWM reckons Norway is likely to achieve peak oil/npl production of 2.4m barrels a day by 1996. In the fourth quarter of this year production will surge to a new record of 2.1m barrels a day.

But unofficial figures from the Ministry of Petroleum and Energy put this year's pure oil production at about 1.78m barrels a day rising to a peak of 2.16m barrels a day in 1996.

Norway produces oil from about 30 North Sea fields. Production has yet to commence from the mid-Norway Haltenbanken region but there are two oilfields - Draugen and Heidrun - which are currently being developed. Draugen, situated in the southern part of the Haltenbanken region, will add about 95,000 barrels a day when it hits peak production. Draugen will come on stream in 1993.

Heidrun, located in the northern part of the Haltenbanken region, is being developed according to a phased plan with production scheduled from 1995. However, because of CO₂ emission goals, the authorities postponed a decision until some time this year on the development of Heidrun's gas.

The owners of the field have plans to build a land-based methanol plant and a gas-fired power generation facility which would be based on Heidrun's gas. But, environmentalists argue that Norway's CO₂ emissions would rise to an alarming level. Another alternative would be to re-inject the gas back into the reservoir until it can be sold to the market.

The impact of the 'green

wave' sweeping Europe has elevated the consciousness of Norwegian energy authorities about CO₂ emissions from offshore installations. This year a CO₂ tax was implemented on the emissions from offshore platforms, the first CO₂ tax in the North Sea. It is estimated that Norway's offshore platforms and pipelines produce 16 per cent of the country's CO₂ emissions, or about 5.6m tonnes in 1990, but this could increase to 60 per cent by the turn of the century if nothing is done.

The Oil Industry Association is currently undertaking a study which looks at how the power produced for offshore consumption can be made more efficient. It is believed that increased efficiency will lead to a reduction in CO₂ emissions.

The authorities take the environmental issue seriously but at times it seems as if the country's energy policy may be

on a collision course with environmental goals. When submitting field development plans to the authorities for approval, oil companies must, however, demonstrate that the field will be developed with minimum CO₂ emissions. It is expected that new procedures for monitoring CO₂ emissions will be introduced along with guidelines for equipment used to generate power on platforms.

Service contractors' breakthroughs in supplying technology to other N Sea sectors

sions will be introduced along with guidelines for equipment used to generate power on platforms.

But Norway fears that an international CO₂ agreement could lead to reduced oil prices, causing oil revenue to fall by Nkr15-20bn annually. Norway's economy is dependent on oil income - it

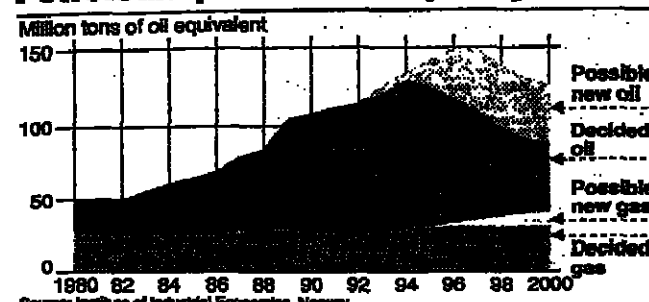
accounts for one quarter of export revenue - and little has been done to reduce that dependence. The current annual rate of petroleum exploitation is 110m tonnes of oil equivalent, yielding Nkr70bn in net revenue to the state budget.

But a 'petroleum fund' was established as a separate account for petroleum income to enable transparency of oil-money spending.

Medium-term guidelines will be introduced on the amount of annual 'drawings' on the fund, but additional transfers will have to be approved by the Storting. Oil revenue in excess of voted central-government budget deficits (before loan transactions) plus half of government lending to state banks will be retained in the fund.

During the first 50 days when Iraq invaded Kuwait the wholesale value of Norwegian petroleum increased by about Nkr4.6bn because of the

Petroleum production capacity



Source: Institute of Industrial Economics, Norway

increase in world crude oil prices. The oil companies benefited from a large portion of the windfall, but the state boosted net income in that short period by about Nkr3.5bn.

The 1991 fiscal budget based petroleum income on an oil price of Nkr120 a barrel to achieve a total of Nkr60.4bn for exports of oil, natural gas and pipeline fees.

Royalty and taxes paid to the state peaked in 1985 at Nkr4.42bn and, with the introduction of a new petroleum tax scheme in 1986, the state reduced its possibilities for maintaining this high level which fell to Nkr17.3bn in 1990. The tax reform paved the way for multinational oil com-

panies to shoulder more of the financial risk burden associated with the petroleum industry.

Official petroleum estimates put the total at about 8.8m tonnes of oil equivalent (toe), of which 0.85m toe had been produced by December 1990. In the North Sea existing reserves are estimated to be 3.5m toe, of which oil and condensate comprise about 40 per cent.

Last year 36 exploration wells were drilled compared to 28 in 1989 but in Norway's 25 year petroleum history some 682 exploration wells have been drilled. At the turn of the 1990/91 year some nine fields were under development with 22 others waiting in the wings for approval.

suppliers such as the Soviet Union and Algeria. Nigeria may also emerge as a major competitor.

Last month it was decided that a third pipeline from the Norwegian North Sea to Europe would be built at a cost of Nkr10.3bn and initial capacity of 12m cubic metres. The so-called 'Europe' which will be in operation in October 1995.

Norway currently exports gas to Emden, Germany via the Norpipe/Statpipe system. Zeepipe, which will link the Sleipner and Troll fields to Zeebrugge, Belgium, will be completed in 1993. Europe will be around 635 kilometres long and Zeepipe 810 kilometres long.

But new gasfield development decisions will soon have to be taken to meet the expected increase in European demand. Currently the existing organisation for selling Norway's gas is Gasforhandlingsutvalg - the Gas Negotiating Committee - led by Statoil, Saga Petroleum and Norsk Hydro.

Under the giant Troll/Sleipner gas sales agreement signed in 1986 with a consortium of European buyers, 30.51m cubic metres of gas is committed under the contract. This could expand to 40.82m cubic metres if the buyers exercise all their purchase options.

But it is likely that the Troll field will underwrite future gas sales and that sales of gas from other fields will be brought under the Troll umbrella.

Statoil, the Norwegian state oil company, reckons that it will spend some Nkr40bn annually on developing new fields. Norwegian companies have traditionally been awarded the lion's share of goods and services contracts - between 50 and 60 per cent - particularly engineering contracts, while foreign companies dominate deliveries of equipment. In 1990 Nkr30bn worth of contracts was awarded for upstream petroleum developments.

Norway's service contractors have benefited immensely from the country's 'technology transfer' policy and have this year made important breakthroughs in supplying technology to other North Sea sectors. Several companies are in the process of expanding and major international acquisitions have been made with several others under study.

The big Aker group is looking at the possibility of acquiring a US company and/or construction yard to cash in on the future prospects for oil field development in the Gulf of Mexico where it is estimated that between 10 and 15 floating production units will be needed to exploit new fields in the next decade.

One interesting feature about Norway's oilfield exper-

ence is that technology extrapolated from US experience was upgraded for North Sea petroleum production. That technology is likely to be transferred back to the US where future fields in deep water are to be developed.

Norway advocates a increased dialogue between oil-producing and oil-consuming nations as a way to help ensure the stability of world crude oil prices at a 'reasonably' high level. The country has offered to host a major conference on 'global energy policy interrelations' which may gather the international support it needs to be staged this year.

There is also concern about long-term responsible utilisation of global 'natural' resources, particularly with regard to non-renewable sources of energy and to this end the government-backed Dutch prime minister Ruud Lubbers' initiative calling for the establishment of a European Energy Commission. Mrs Brundtland, Norway's prime minister, called Mr Lubbers' plan a visionary suggestion of how a common energy destiny can be structured and how enough energy can be secured 'without waste to "warm the European house".'

Karen Fossli considers gas prospects

Outlook 'couldn't be better'

THE FUTURE outlook for Norway's gas industry could not be better. Mr Klaus Liesen, chairman of Ruhrgas, the German gas company which is one of Norway's highest gas customers, believes that Norway may become the leading gas supplier to Europe in the early years of the next century.

Last month Ruhrgas opened offices in Oslo, symbolic of its desire to co-operate even closer with Norway and of the long-term nature of the two countries' relations.

In an opening speech Mr Liesen pledged to assist Norwegian gas producers and Verbumnetz Gas, the east German gas company, in concluding long-term supply contracts and to find the most efficient and effective way for Norwegian gas to flow eastwards.

Since the green wave swept Europe, interest in Norway's gas seems to know no bounds. Gasunie, another big cus-

tomers, forecasts that Norwegian gas exports to the Continent will double from the current level of 27bn cubic metres annually by the year 2010. This is when Gasunie expects European annual gas consumption to have risen to 840,000m cubic metres from 380,000.

Gasunie reckons that only half of demand will be met by existing gas contracts while the other half represents about 10 times Norway's current annual output.

Norway's gas reserves total some 2.75bn cubic metres and there are only eight countries in the world which have larger proven gas reserves.

Interest in Norway's gas has been fuelled by environmental concerns of generating power by coal and fuel oil. Gas is considered to be a more environmentally attractive source of power generation.

Based on gas contracts signed by the turn of the cen-

tury, Norway will have a market share of between 15 and 25 per cent in its largest European markets. But Statoil, the Norwegian state oil company, reckons that annual gas exports could reach 50bn cubic metres by the year 2000.

Last month a landmark deal between Britain and Norway was signed in which £150m worth of Norwegian gas a year is to be imported by National Power over a period of 15 years.

The deal, the first of its kind between Norway and a large UK consumer, may force the UK government to change its policy blocking Norwegian gas imports and represents a breakthrough for Norway whose only UK gas customer hitherto has been British Gas.

National Power intends to build a series of gas-fired power stations but the new Norwegian imports will be used partly to supply a new 650MW station being planned

for Little Barford, Bedfordshire, or a 1,500MW station planned at Staythorpe, Nottinghamshire.

The electricity industry is the most promising growth area for natural gas developments in combined-cycle gas power plant technology have led to major increases in efficiency.

Statoil believes that stricter emission standards will make coal-based power generation less competitive to gas and CO₂ emissions restrictions are likely to eliminate coal as a competitor to gas in the electricity sector. Policies to mitigate greenhouse gases could have a stronger impact on future gas demand than has yet been realised.

When the giant Troll field comes on stream in 1996, it will become one of the kingpins of supply of gas to Europe. The mid-Norway Haltenbanken region will further underscore Norway's supply ability and later a gasfield off the coast of northern Norway will also constitute an important source of supply.

But the challenges for Norway will be to expand gas production and transport capacity to meet growing demand. Although Norway's gas is a short distance to market it must still compete with other

suppliers such as the Soviet Union and Algeria. Nigeria may also emerge as a major competitor.

Last month it was decided that a third pipeline from the Norwegian North Sea to Europe would be built at a cost of Nkr10.3bn and initial capacity of 12m cubic metres. The so-called 'Europe' which will be in operation in October 1995.

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ICI deals enliven a gloomy market

Traders commented that sizeable lots of stock had been offered yesterday, and was clear in late dealings that the market was highly vulnerable to selling pressures. Sea volume jumped to 507,586 tons from the 394,471 of the previous session. Detailed statistics from the London Stock Exchange shows that, while still significantly lower than in the first quarter of the year, the volume of foreign equities has begun to increase as the market has turned decidedly downwards; on Friday, retail business on Friday, when the Footsie was down 100 points, was the highest daily figure for the week.

the trend, although the company is likely to report sharply lower half-yearly profits today. County NatWest expects £2.2m against \$4.5m for the corresponding period last year. The shares closed 3 better at 278p, helped by news that the Morgan Grenfell group held a 3.2 per cent stake.

Scape Group, a manufacturer of specialised products for the paper and printing industry, lost 4 to 162p as a shareholding of 3.5m shares changed hands at 160p.

The bad news yesterday from Parkland Textile – a loss was incurred and the dividend was cut sharply – had been fully discounted and the "A" shares rose 4 to a 1951 high of 95p.

Betterware Consumer Products, the catalogue direct seller of domestic household ware, surged still higher. Optimism over the annual results, expected next month, has lifted the stock from 198p a month ago to 261p, up 12 pence yesterday.

Lower first-half profits took Apollo Metals, the USM-listed processor and distributor of aluminium plate and bar, down 5 to 126p.

Amberley Group, another USM-quoted stock which specialises in buildings preservation, advanced 5 to 25p on the announcement that Mr Peter Cox had acquired a 14.9 per cent stake from a director of the company.

■ Other Market statistics, including the FT-Actuaries share index. Page 24

973	974	Trans 10pc 199334	973
1004	1002	Trans 12pc 199334	1004
983	895	Fanning dpc 199334	983
1004	1004	Trans 13pc 199334	1004
96	924	Trans 8pc 1994	96
111	108	Trans 14pc 199448	111
1010	1010	Trans 14pc 199448	1010
993	96	Trans 10pc Ls 199448	993
106	103	Earth 12pc 1994	106
96	93	Trans dpc 199482	96
106	102	Trans 12pc 1995	106
88	82	Earth 3pc Gas 90-95	88
100	96	Earth 10pc 90-95	100
106	105	Trans 12pc 199548	106
113	105	Trans 12pc 199548	113
96	97	Trans dpc 199548	96

Five to Fifteen Year	
1124	100 Each 13 1/2 pc 1996s
1009	2513 Conversion 10pc 1996
463	Exb 10pc 1996
1131	1084 Exb 10 1/2 pc 1997s
1027	97 Each 10 1/2 pc 1997s
44	894 Exb 8 1/2 pc 1997s
122	117 Exb 8 1/2 pc 1997
96	93 Exb 8 1/2 pc 1998
85	80 Exb 9 1/2 pc 1998-98s

109	104	Exch. 12cc 1998	187
97	92	Trans 9 cc 1997/98	92
111	105	Exch. 12 cc 1999	108
102	97	Trans. 10 cc 1999	109
101	95	Conversion 10 cc 1999	98
94	89	Trans. 13cc 2000	93
116	110	Trans. 13cc 2000	111
116	113	Do. 13cc 2000 A	113
100	94	Trans. 10cc 2001	97
118	113	Trans. 14cc '98-01	115

MANCHESTER

The FT proposes to
on June 1

It will be of particular interest to the 130,000 readers of the *Manchester Evening News* who are the Director or Manager of a firm. Not to mention the thousands of people who rely on the information.

This survey will also be of topical coming as it comes at the heels of the Manchester's win of the FA Cup.

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Fax: 061

Data source:
FT SUR

[illegible]

LONDON stock index futures remained in a bullish frame of mind yesterday, spending most of the session indicating that the share market could fall further.

For the first time, the June FT-SE 100 index traded at a discount to the spot index, indicating its nervousness about the immediate outlook for equities.

Weakness on Wall Street added to the market's discomfort, and by the close of business, June FT-SE was down 29 points, at 2,436, just above its low of the day.

June's premium to the cash index finished at a small amount compared with 15 the previous day. Analysts calculate that June should trade at a 15-point premium once the cost of finance and future dividend payments are taken into consideration.

The uncertainty about the next move for UK shares was reflected in the options market, with the FT-SE index particularly active. A total of 12,974 FT-SE contracts changed hands, double that of the previous session.

In the Euro FT-SE there were buyers of December 2,520 calls and December 2,435 puts.

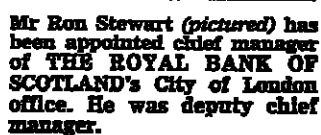
Rolle-Boyer was the busiest stock option on selling of the June 160 puts, with 2,400 contracts sold. Selling of British Gas September 320 puts and buyers of BT August 280 puts also lifted turnover.

[illegible]

The FT proposes to publish this survey on
June 14 1991.
 It will be of particular interest to the
 150,000 readers of the FT who are of the
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 This survey will also prove to be very
 timely coming as it does hard on the
 heels of the announcement of
 Manchester's win of the UK nomination
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 Manchester M2 5HT
 Tel: 061 834 9381
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The FT proposes to publish this survey on **July 4th 1991.** The FT is read by 54% of Chief Executives of the largest 2000 companies in Europe and 22% of senior European businessmen involved in decision making about Business Premises/Industrial sites. If you want to reach this important audience call Hugh Westmacott on 0532 454969 or fax 0532 423516.

Data sources: Chief Executives in Europe 1990



LONDON SHARE SERVICE

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AMERICANS

1991	Stock	Price	1990	Stock	Price
100	Alcoa	10.12	100	General Electric	28.12
101	Amgen	10.12	101	Johnson & Johnson	28.12
102	Boeing	10.12	102	Merck & Co	28.12
103	Caterpillar	10.12	103	Pfizer	28.12
104	Chrysler	10.12	104	Roche	28.12
105	DuPont	10.12	105	Schering-Plough	28.12
106	Exxon	10.12	106	Smith Barney	28.12
107	Ford	10.12	107	Travelers	28.12
108	IBM	10.12	108	Wells Fargo	28.12
109	Intel	10.12	109	Yale	28.12
110	Microsoft	10.12	110	Zenith Data	28.12

CANADIANS

1991	Stock	Price	1990	Stock	Price
111	Alcan	10.12	111	Bank of Montreal	28.12
112	Bell Canada	10.12	112	Canadian Pacific	28.12
113	Imperial Oil	10.12	113	Northern Telecom	28.12
114	Inco	10.12	114	Royal Bank	28.12
115	Manitowac	10.12	115	Scotiabank	28.12
116	Noranda	10.12	116	TD Bank	28.12
117	Papier	10.12	117	Westbank	28.12
118	Shaw	10.12	118	Windsor	28.12
119	Stelco	10.12	119	Worthington	28.12
120	Toronto-Dominion	10.12	120	Worthington	28.12

BANKS, HP & LEASING

1991	Stock	Price	1990	Stock	Price
121	Bank of America	10.12	121	Bank of Montreal	28.12
122	Bank of Canada	10.12	122	Bank of New York	28.12
123	Bank of England	10.12	123	Bank of Paris	28.12
124	Bank of France	10.12	124	Bank of Spain	28.12
125	Bank of Italy	10.12	125	Bank of Japan	28.12
126	Bank of Korea	10.12	126	Bank of Mexico	28.12
127	Bank of Russia	10.12	127	Bank of Sweden	28.12
128	Bank of Switzerland	10.12	128	Bank of Taiwan	28.12
129	Bank of Thailand	10.12	129	Bank of the Netherlands	28.12
130	Bank of the United Kingdom	10.12	130	Bank of the United States	28.12

BEERS, WINES & SPIRITS

1991	Stock	Price	1990	Stock	Price
131	Beck's	10.12	131	Carlsberg	28.12
132	Heineken	10.12	132	Kaiser Brewery	28.12
133	Interbrew	10.12	133	Kirin Brewery	28.12
134	Orkla	10.12	134	SabMiller	28.12
135	Reckitt Benckiser	10.12	135	Taiwan Beer	28.12
136	Stout	10.12	136	Wine & Spirits	28.12
137	Wine & Spirits	10.12	137	Wine & Spirits	28.12
138	Wine & Spirits	10.12	138	Wine & Spirits	28.12
139	Wine & Spirits	10.12	139	Wine & Spirits	28.12
140	Wine & Spirits	10.12	140	Wine & Spirits	28.12

BUILDING, TIMBER, ROADS

1991	Stock	Price	1990	Stock	Price
141	Bechtel	10.12	141	Bechtel	28.12
142	Bechtel	10.12	142	Bechtel	28.12
143	Bechtel	10.12	143	Bechtel	28.12
144	Bechtel	10.12	144	Bechtel	28.12
145	Bechtel	10.12	145	Bechtel	28.12
146	Bechtel	10.12	146	Bechtel	28.12
147	Bechtel	10.12	147	Bechtel	28.12
148	Bechtel	10.12	148	Bechtel	28.12
149	Bechtel	10.12	149	Bechtel	28.12
150	Bechtel	10.12	150	Bechtel	28.12

BUILDING, TIMBER, ROADS - Contd

1991	Stock	Price	1990	Stock	Price
151	Bechtel	10.12	151	Bechtel	28.12
152	Bechtel	10.12	152	Bechtel	28.12
153	Bechtel	10.12	153	Bechtel	28.12
154	Bechtel	10.12	154	Bechtel	28.12
155	Bechtel	10.12	155	Bechtel	28.12
156	Bechtel	10.12	156	Bechtel	28.12
157	Bechtel	10.12	157	Bechtel	28.12
158	Bechtel	10.12	158	Bechtel	28.12
159	Bechtel	10.12	159	Bechtel	28.12
160	Bechtel	10.12	160	Bechtel	28.12

CHEMICALS, PLASTICS

1991	Stock	Price	1990	Stock	Price
161	Chemical	10.12	161	Chemical	28.12
162	Chemical	10.12	162	Chemical	28.12
163	Chemical	10.12	163	Chemical	28.12
164	Chemical	10.12	164	Chemical	28.12
165	Chemical	10.12	165	Chemical	28.12
166	Chemical	10.12	166	Chemical	28.12
167	Chemical	10.12	167	Chemical	28.12
168	Chemical	10.12	168	Chemical	28.12
169	Chemical	10.12	169	Chemical	28.12
170	Chemical	10.12	170	Chemical	28.12

DRAPERY AND STORES

1991	Stock	Price	1990	Stock	Price
171	Debenhams	10.12	171	Debenhams	28.12
172	Debenhams	10.12	172	Debenhams	28.12
173	Debenhams	10.12	173	Debenhams	28.12
174	Debenhams	10.12	174	Debenhams	28.12
175	Debenhams	10.12	175	Debenhams	28.12
176	Debenhams	10.12	176	Debenhams	28.12
177	Debenhams	10.12	177	Debenhams	28.12
178	Debenhams	10.12	178	Debenhams	28.12
179	Debenhams	10.12	179	Debenhams	28.12
180	Debenhams	10.12	180	Debenhams	28.12

DRAPERY AND STORES - Contd

1991	Stock	Price	1990	Stock	Price
181	Debenhams	10.12	181	Debenhams	28.12
182	Debenhams	10.12	182	Debenhams	28.12
183	Debenhams	10.12	183	Debenhams	28.12
184	Debenhams	10.12	184	Debenhams	28.12
185	Debenhams	10.12	185	Debenhams	28.12
186	Debenhams	10.12	186	Debenhams	28.12
187	Debenhams	10.12	187	Debenhams	28.12
188	Debenhams	10.12	188	Debenhams	28.12
189	Debenhams	10.12	189	Debenhams	28.12
190	Debenhams	10.12	190	Debenhams	28.12

ELECTRICALS

1991	Stock	Price	1990	Stock	Price
191	Electrical	10.12	191	Electrical	28.12
192	Electrical	10.12	192	Electrical	28.12
193	Electrical	10.12	193	Electrical	28.12
194	Electrical	10.12	194	Electrical	28.12
195	Electrical	10.12	195	Electrical	28.12
196	Electrical	10.12	196	Electrical	28.12
197	Electrical	10.12	197	Electrical	28.12
198	Electrical	10.12	198	Electrical	28.12
199	Electrical	10.12	199	Electrical	28.12
200	Electrical	10.12	200	Electrical	28.12

ELECTRICITY

1991	Stock	Price	1990	Stock	Price
201	Electricity	10.12	201	Electricity	28.12
202	Electricity	10.12	202	Electricity	28.12
203	Electricity	10.12	203	Electricity	28.12
204	Electricity	10.12	204	Electricity	28.12
205	Electricity	10.12	205	Electricity	28.12
206	Electricity	10.12	206	Electricity	28.12
207	Electricity	10.12	207	Electricity	28.12
208	Electricity	10.12	208	Electricity	28.12
209	Electricity	10.12	209	Electricity	28.12
210	Electricity	10.12	210	Electricity	28.12

ELECTRICITY

1991	Stock	Price	1990	Stock	Price
211	Electricity	10.12	211	Electricity	28.12
212	Electricity	10.12	212	Electricity	28.12
213	Electricity	10.12	213	Electricity	28.12
214	Electricity	10.12	214	Electricity	28.12
215	Electricity	10.12	215	Electricity	28.12
216	Electricity	10.12	216	Electricity	28.12
217	Electricity	10.12	217	Electricity	28.12
218	Electricity	10.12	218	Electricity	28.12
219	Electricity	10.12	219	Electricity	28.12
220	Electricity	10.12	220	Electricity	28.12

ELECTRICITY

1991	Stock	Price	1990	Stock	Price
221	Electricity	10.12	221	Electricity	28.12
222	Electricity	10.12	222	Electricity	28.12
223	Electricity	10.12	223	Electricity	28.12
224	Electricity	10.12	224	Electricity	28.12
225	Electricity	10.12	225	Electricity	28.12
226	Electricity	10.12	226	Electricity	28.12
227	Electricity	10.12	227	Electricity	28.12
228	Electricity	10.12	228	Electricity	28.12
229	Electricity	10.12	229	Electricity	28.12
230	Electricity	10.12	230	Electricity	28.12

ENGINEERING

1991	Stock	Price	1990	Stock	Price
231	Engineering	10.12	231	Engineering	28.12
232	Engineering	10.12	232	Engineering	28.12
233	Engineering	10.12	233	Engineering	28.12
234	Engineering	10.12	234	Engineering	28.12
235	Engineering	10.12	235	Engineering	28.12
236	Engineering	10.12	236	Engineering	28.12
237	Engineering	10.12	237	Engineering	28.12
238	Engineering	10.12	238	Engineering	28.12
239	Engineering	10.12	239	Engineering	28.12
240	Engineering	10.12	240	Engineering	28.12

ENGINEERING

1991	Stock	Price	1990	Stock	Price
241	Engineering	10.12	241	Engineering	28.12
242	Engineering	10.12	242	Engineering	28.12
243	Engineering	10.12	243	Engineering	28.12
244	Engineering	10.12	244	Engineering	28.12
245	Engineering	10.12	245	Engineering	28.12
246	Engineering	10.12	246	Engineering	28.12
247	Engineering	10.12	247	Engineering	28.12
248	Engineering	10.12	248	Engineering	28.12
249	Engineering	10.12	249	Engineering	28.12
250	Engineering	10.12	250	Engineering	28.12

ENGINEERING

1991	Stock	Price	1990	Stock	Price
251	Engineering	10.12	251	Engineering	28.12
252	Engineering	10.12	252	Engineering	28.12
253	Engineering	10.12	253	Engineering	28.12
254	Engineering	10.12	254	Engineering	28.12
255	Engineering	10.12	255	Engineering	28.12
256	Engineering	10.12	256	Engineering	28.12
257	Engineering	10.12	257	Engineering	28.12
258	Engineering	10.12	258	Engineering	28.12
259	Engineering	10.12	259	Engineering	28.12
260	Engineering	10.12	260	Engineering	28.12

ENGINEERING

1991	Stock	Price	1990	Stock	Price
261	Engineering	10.12	261	Engineering	28.12
262	Engineering	10.12	262	Engineering	28.12
263	Engineering	10.12	263	Engineering	28.12
264	Engineering	10.12	264	Engineering	28.12
265	Engineering	10.12	265	Engineering	28.12
266	Engineering	10.12	266	Engineering	28.12
267	Engineering	10.12	267	Engineering	28.12
268	Engineering	10.12	268	Engineering	28.12
269	Engineering	10.12	269	Engineering	28.12
270	Engineering	10.12	270	Engineering	28.12

INDUSTRIALS (Misc.) - Contd

1991	Stock	Price	1990	Stock	Price
271	Industrial	10.12	271	Industrial	28.12
272	Industrial	10.12	272	Industrial	28.12
273	Industrial	10.12	273	Industrial	28.12
274	Industrial	10.12	2		
275	Industrial	10.12	275	Industrial	28.12
276	Industrial	10.12	276	Industrial	28.12
277	Industrial	10.12	277	Industrial	28.12
278	Industrial	10.12	278	Industrial	28.12
279	Industrial	10.12	279	Industrial	28.12
280	Industrial	10.12	280	Industrial	28.12
281	Industrial	10.12	281	Industrial	28.12
282	Industrial	10.12	282	Industrial	28.12
283	Industrial	10.12	283	Industrial	28.12
284	Industrial	10.12	284	Industrial	28.12
285	Industrial	10.12	285	Industrial	28.12
286	Industrial	10.12	286	Industrial	28.12
287	Industrial	10.12	287	Industrial	28.12
288	Industrial	10.12	288	Industrial	28.12
289	Industrial	10.12	289	Industrial	28.12
290	Industrial	10.12	290	Industrial	28.12
291	Industrial	10.12	291	Industrial	28.12
292	Industrial	10.12	292	Industrial	28.12
293	Industrial	10.12	293	Industrial	28.12
294	Industrial	10.12	294	Industrial	28.12
295	Industrial	10.12	295	Industrial	28.12
296	Industrial	10.12	296	Industrial	28.12
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496	Industrial	10.12	496	Industrial	28.12
497	Industrial	10.12	497	Industrial	28.12
498	Industrial	10.12	498	Industrial	28.12
499	Industrial	10.12	499	Industrial	28.12
500	Industrial	10.12	500	Industrial	28.12

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Company Name	Address	Phone	Fax	Telex	Cable	E-mail	Website	URL	Firm	Price	Yield	Date	Page
N. & P. Life Assurance Ltd	100 Broad St, New York, NY 10038	212 691 1000	212 691 1001	212 691 1002	212 691 1003	212 691 1004	212 691 1005	212 691 1006	212 691 1007	212 691 1008	212 691 1009	212 691 1010	212 691 1011
National Financial Management Corp PLC	77 Grosvenor St, London, W1C 2BQ	020 7553 5553	020 7553 5554	020 7553 5555	020 7553 5556	020 7553 5557	020 7553 5558	020 7553 5559	020 7553 5560	020 7553 5561	020 7553 5562	020 7553 5563	020 7553 5564
National Mutual Life	The Royal Exchange, London, EC3A 3BS	020 7553 5565	020 7553 5566	020 7553 5567	020 7553 5568	020 7553 5569	020 7553 5570	020 7553 5571	020 7553 5572	020 7553 5573	020 7553 5574	020 7553 5575	020 7553 5576
National Provident Institution	40 Grosvenor St, London, EC2A 3DP	020 7553 5577	020 7553 5578	020 7553 5579	020 7553 5580	020 7553 5581	020 7553 5582	020 7553 5583	020 7553 5584	020 7553 5585	020 7553 5586	020 7553 5587	020 7553 5588
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Ireland (S&P)									
Fund Name	Assets	YTD	1Y	3Y	5Y	10Y	15Y	20Y	25Y
Bank of Ireland Funds									
Bank of Ireland Global	1,234,567	12.34	15.67	18.90	21.23	23.45	25.67	27.89	30.12
Bank of Ireland Europe	987,654	11.23	14.56	17.89	20.12	22.34	24.56	26.78	29.01
Bank of Ireland Asia	765,432	10.12	13.45	16.78	19.01	21.23	23.45	25.67	27.89
Bank of Ireland US	543,210	9.01	12.34	15.67	18.90	21.23	23.45	25.67	27.89
Bank of Ireland Japan	321,098	8.90	11.23	14.56	17.89	20.12	22.34	24.56	26.78
Bank of Ireland Australia	210,987	7.89	10.12	13.45	16.78	19.01	21.23	23.45	25.67
Bank of Ireland Canada	109,876	6.78	9.01	12.34	15.67	18.90	21.23	23.45	25.67
Bank of Ireland Europe	98,765	5.67	8.90	11.23	14.56	17.89	20.12	22.34	24.56
Bank of Ireland Asia	87,654	4.56	7.89	10.12	13.45	16.78	19.01	21.23	23.45
Bank of Ireland US	76,543	3.45	6.78	9.01	12.34	15.67	18.90	21.23	23.45
Bank of Ireland Japan	65,432	2.34	5.67	8.90	11.23	14.56	17.89	20.12	22.34
Bank of Ireland Australia	54,321	1.23	4.56	7.89	10.12	13.45	16.78	19.01	21.23
Bank of Ireland Canada	43,210	0.12	3.45	6.78	9.01	12.34	15.67	18.90	21.23
Bank of Ireland Europe	32,109	-0.01	2.34	5.67	8.90	11.23	14.56	17.89	20.12
Bank of Ireland Asia	21,098	-0.12	1.23	4.56	7.89	10.12	13.45	16.78	19.01
Bank of Ireland US	10,987	-0.23	0.12	3.45	6.78	9.01	12.34	15.67	18.90
Bank of Ireland Japan	9,876	-0.34	-0.01	2.34	5.67	8.90	11.23	14.56	17.89
Bank of Ireland Australia	8,765	-0.45	-0.12	1.23	4.56	7.89	10.12	13.45	16.78
Bank of Ireland Canada	7,654	-0.56	-0.23	0.12	3.45	6.78	9.01	12.34	15.67
Bank of Ireland Europe	6,543	-0.67	-0.34	-0.01	2.34	5.67	8.90	11.23	14.56
Bank of Ireland Asia	5,432	-0.78	-0.45	-0.12	1.23	4.56	7.89	10.12	13.45
Bank of Ireland US	4,321	-0.89	-0.56	-0.23	0.12	3.45	6.78	9.01	12.34
Bank of Ireland Japan	3,210	-0.90	-0.67	-0.34	-0.01	2.34	5.67	8.90	11.23
Bank of Ireland Australia	2,109	-1.01	-0.78	-0.45	-0.12	1.23	4.56	7.89	10.12
Bank of Ireland Canada	1,098	-1.12	-0.89	-0.56	-0.23	0.12	3.45	6.78	9.01
Bank of Ireland Europe	987	-1.23	-0.90	-0.67	-0.34	-0.01	2.34	5.67	8.90
Bank of Ireland Asia	876	-1.34	-1.01	-0.78	-0.45	-0.12	1.23	4.56	7.89
Bank of Ireland US	765	-1.45	-1.12	-0.89	-0.56	-0.23	0.12	3.45	6.78
Bank of Ireland Japan	654	-1.56	-1.23	-0.90	-0.67	-0.34	-0.01	2.34	5.67
Bank of Ireland Australia	543	-1.67	-1.34	-1.01	-0.78	-0.45	-0.12	1.23	4.56
Bank of Ireland Canada	432	-1.78	-1.45	-1.12	-0.89	-0.56	-0.23	0.12	3.45
Bank of Ireland Europe	321	-1.89	-1.56	-1.23	-0.90	-0.67	-0.34	-0.01	2.34
Bank of Ireland Asia	210	-1.90	-1.67	-1.34	-1.01	-0.78	-0.45	-0.12	1.23
Bank of Ireland US	109	-2.01	-1.78	-1.45	-1.12	-0.89	-0.56	-0.23	0.12
Bank of Ireland Japan	98	-2.12	-1.89	-1.56	-1.23	-0.90	-0.67	-0.34	-0.01
Bank of Ireland Australia	87	-2.23	-2.01	-1.67	-1.34	-1.01	-0.78	-0.45	-0.12
Bank of Ireland Canada	76	-2.34	-2.12	-1.78	-1.45	-1.12	-0.89	-0.56	-0.23
Bank of Ireland Europe	65	-2.45	-2.23	-1.89	-1.56	-1.23	-0.90	-0.67	-0.34
Bank of Ireland Asia	54	-2.56	-2.34	-2.01	-				

WORLD STOCK MARKETS

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NEW YORK STOCK EXCHANGE COMPOSITE PRICES

3:15 pm prices May 14

1991	1990	1989	1988	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1834	1833	1832	1831	1830	1829	1828	1827	1826	1825	1824	1823	1822	1821	1820	1819	1818	1817	1816	1815	1814	1813	1812	1811	1810	1809	1808	1807	1806	1805	1804	1803	1802	1801	1800	1799	1798	1797	1796	1795	1794	1793	1792	1791	1790	1789	1788	1787	1786	1785	1784	1783	1782	1781	1780	1779	1778	1777	1776	1775	1774	1773	1772	1771	1770	1769	1768	1767	1766	1765	1764	1763	1762	1761	1760	1759	1758	1757	1756	1755	1754	1753	1752	1751	1750	1749	1748	1747	1746	1745	1744	1743	1742	1741	1740	1739	1738	1737	1736	1735	1734	1733	1732	1731	1730	1729	1728	1727	1726	1725	1724	1723	1722	1721	1720	1719	1718	1717	1716	1715	1714	1713	1712	1711	1710	1709	1708	1707	1706	1705	1704	1703	1702	1701	1700	1699	1698	1697	1696	1695	1694	1693	1692	1691	1690	1689	1688	1687	1686	1685	1684	1683	1682	1681	1680	1679	1678	1677	1676	1675	1674	1673	1672	1671	1670	1669	1668	1667	1666	1665	1664	1663	1662	1661	1660	1659	1658	1657	1656	1655	1654	1653	1652	1651	1650	1649	1648	1647	1646	1645	1644	1643	1642	1641	1640	1639	1638	1637	1636	1635	1634	1633	1632	1631	1630	1629	1628	1627	1626	1625	1624	1623	1622	1621	1620	1619	1618	1617	1616	1615	1614	1613	1612	1611	1610	1609	1608	1607	1606	1605	1604	1603	1602	1601	1600	1599	1598	1597	1596	1595	1594	1593	1592	1591	1590	1589	1588	1587	1586	1585	1584	1583	1582	1581	1580	1579	1578	1577	1576	1575	1574	1573	1572	1571	1570	1569	1568	1567	1566	1565	1564	1563	1562	1561	1560	1559	1558	1557	1556	1555	1554	1553	1552	1551	1550	1549	1548	1547	1546	1545	1544	1543	1542	1541	1540	1539	1538	1537	1536	1535	1534	1533	1532	1531	1530	1529	1528	1527	1526	1525	1524	1523	1522	1521	1520	1519	1518	1517	1516	1515	1514	1513	1512	1511	1510	1509	1508	1507	1506	1505	1504	1503	1502	1501	1500	1499	1498	1497	1496	1495	1494	1493	1492	1491	1490	1489	1488	1487	1486	1485	1484	1483	1482	1481	1480	1479	1478	1477	1476	1475	1474	1473	1472	1471	1470	1469	1468	1467	1466	1465	1464	1463	1462	1461	1460	1459	1458	1457	1456	1455	1454	1453	1452	1451	1450	1449	1448	1447	1446	1445	1444	1443	1442	1441	1440	1439	1438	1437	1436	1435	1434	1433	1432	1431	1430	1429	1428	1427	1426	1425	1424	1423	1422	1421	1420	1419	1418	1417	1416	1415	1414	1413	1412	1411	1410	1409	1408	1407	1406	1405	1404	1403	1402	1401	1400	1399	1398	1397	1396	1395	1394	1393	1392	1391	1390	1389	1388	1387	1386	1385	1384	1383	1382	1381	1380	1379	1378	1377	1376	1375	1374	1373	1372	1371	1370	1369	1368	1367	1366	1365	1364	1363	1362	1361	1360	1359	1358	1357	1356	1355	1354	1353	1352	1351	1350	1349	1348	1347	1346	1345	1344	1343	1342	1341	1340	1339	1338	1337	1336	1335	1334	1333	1332	1331	1330	1329	1328	1327	1326	1325	1324	1323	1322	1321	1320	1319	1318	1317	1316	1315	1314	1313	1312	1311	1310	1309	1308	1307	1306	1305	1304	1303	1302	1301	1300	1299	1298	1297	1296	1295	1294	1293	1292	1291	1290	1289	1288	1287	1286	1285	1284	1283	1282	1281	1280	1279	1278	1277	1276	1275	1274	1273	1272	1271	1270	1269	1268	1267	1266	1265	1264	1263	1262	1261	1260	1259	1258	1257	1256	1255	1254	1253	1252	1251	1250	1249	1248	1247	1246	1245	1244	1243	1242	1241	1240	1239	1238	1237	1236	1235	1234	1233	1232	1231	1230	1229	1228	1227	1226	1225	1224	1223	1222	1221	1220	1219	1218	1217	1216	1215	1214	1213	1212	1211	1210	1209	1208	1207	1206	1205	1204	1203	1202	1201	1200	1199	1198	1197	1196	1195	1194	1193	1192	1191	1190	1189	1188	1187	1186	1185	1184	1183	1182	1181	1180	1179	1178	1177	1176	1175	1174	1173	1172	1171	1170	1169	1168	1167	1166	1165	1164	1163	1162	1161	1160	1159	1158	1157	1156	1155	1154	1153	1152	1151	1150	1149	1148	1147	1146	1145	1144	1143	1142	1141	1140	1139	1138	1137	1136	1135	1134	1133	1132	1131	1130	1129	1128	1127	1126	1125	1124	1123	1122	1121	1120	1119	1118	1117	1116	1115	1114	1113	1112	1111	1110	1109	1108	1107	1106	1105	1104	1103	1102	1101	1100	1099	1098	1097	1096	1095	1094	1093	1092	1091	1090	1089	1088	1087	1086	1085	1084	1083	1082	1081	1080	1079	1078	1077	1076	1075	1074	1073	1072	1071	1070	1069	1068	1067	1066	1065	1064	1063	1062	1061	1060	1059	1058	1057	1056	1055	1054	1053	1052	1051	1050	1049	1048	1047	1046	1045	1044	1043	1042	1041	1040	1039	1038	1037	1036	1035	1034	1033	1032	1031	1030	1029	1028	1027	1026	1025	1024	1023	1022	1021	1020	1019	1018	1017	1016	1015	1014	1013	1012	1011	1010	1009	1008	1007	1006	1005	1004	1003	1002	1001	1000	999	998	997	996	995	994	993	992	991	990	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AMERICA

Falling bond prices again pull Dow lower

Wall Street

A SHARP fall in bond prices and computer sell programs left share prices notably weaker yesterday morning in the wake of some mixed economic news, writes Patrick Harverson in New York.

By 1.30 pm the Dow Jones Industrial Average was down 31.75 at 2,892.67, near its low for the session. The other key indices were also weaker, with the more broadly based Standard & Poor's 500 down 4.62 at 372.14 at 1 pm, and the Nasdaq composite of over-the-counter stocks down 4.95 at 488.95. Turnover on the New York SE was 100m shares by 1 pm.

Yesterday was a repeat of

last Friday, when a sharp fall in bond prices spurred a similar sharp drop in equity values. The two markets have remained unsettled since then, the bond market by the excess supply still to be distributed in the wake of the \$37bn Treasury refunding auction, the stock market by continued concern about the absence of a meaningful economic recovery.

The economic news released yesterday provided little in the way of fresh evidence of the state of the economy, although the large upward revision in March retail sales to show an increase of 0.8 per cent on the month came as a surprise.

Motor stocks were in the limelight. Ford eased 5 1/2 to 52 1/2 after reporting an 11 per

cent decline in the sales of its US-made cars during early May.

General Motors, which has revealed plans to sell 16m convertible shares to bolster cash reserves, also eased, dropping 5 1/2 to 53 1/2. The GM stock sale — its first in over four years — is unusual in that the company will save money on the convertibles if the price of the common stock rises, but lose out if the common stock price falls.

Chrysler, the last of the big three auto makers, was 5 1/2 lower at 52 1/2.

Exxon fell 1 1/2 to 56 1/2 on the news that Exxon dealers have launched a class action lawsuit against the company alleging that it broke a pricing agreement, and that its handling of the 1989 Exxon Valdez oil spill disaster in Alaska had harmed the dealers' businesses.

The most actively traded stock of the day was a newcomer to the market, Telefonos Mexico, the giant Mexican telephone company, made its debut. With strong interest in the stock, the price held steady at \$27 1/2 on turnover of 14m shares.

American Express, which fell sharply on Monday, rallied with a rise of 3 1/2 to 223 1/2 on turnover of 1.9m shares.

Canada

TORONTO stocks fell across the board in midday trade after a sharp upward revision in US

March retail sales sent US Treasuries about one point lower. Twelve of the 14 indices fell, with golds and merchandising the only gainers. The composite index lost 20.7 to 3,472.0. Declines led advances by 275 to 152 on volume of 13.2m shares.

Alcan led the mines and metals index lower as the stock fell 1 1/2 to 32 1/2 on heavy volume of 998,000 shares.

Federal Industries class A shares slid 1 1/2 to 35 1/2 on volume of 62,200 shares. Analysts came away from Monday's meeting with the company thinking that Federal had many problems to solve, and fearing that it would not be able to sell some of its assets at its asking price.

EUROPE

Resignation talk weighs on France and Germany

RESIGNATION rumours depressed France and Germany yesterday, while there were fears that Generali's rights issue, announced after hours, could weaken Italy today, writes Our Markets Staff.

PARIS lost 1.6 per cent in moderate trading on rumours that Prime Minister Michel Rocard was about to resign. The CAC 40 index fell 28.85 to 1,805.57, but ended above the day's low of 1,799.00. Most blue chips, especially the financials, were weak.

Sanofi dropped FF39 or 4.5 per cent to FF733 and Rhône-Poulenc's certificates lost FF16.50 or 4.4 per cent to FF768 on fears of changes to tax rules for French pharmaceutical companies. A newspaper report suggested that a 2.5 per cent tax on turnover could be imposed to reduce state health spending.

FT-SE Eurotrack 100 - May 14								
Hourly changes								
Open	10 am	11 am	Noon	1 pm	2 pm	3 pm	Close	
1125.77	1124.53	1123.23	1122.72	1122.12	1120.78	1116.57	1118.47	
Day's High 1128.05				Day's Low 1115.28				
May 13	May 10	May 9	May 8	May 7				
1125.32	1130.52	1125.82	1118.87	1125.75				
Base value 1000 (euros)								
1 inch=100								

ued response to a disappointing progress report. Miroslav lost DM7 to DM253 on profit-taking after a DM20 rise in the previous two days.

MILAN rose again in the wake of the weekend cut in interest rates. After the close, Generali announced a L1.76 trillion rights issue, raising fears that the market would be drained of much-needed liquidity. The Comit index rose 3.18 to 584.42 in volume thought to be near Monday's L140m.

Generali closed L20 up at 1,067,000 ahead of news of its cash call, falling to 1,057,000 in London trading. The insurer also reported a 10 per cent drop in 1990 net profit, a L160 cash dividend and a stock dividend of one Allianz savings share for every 250 Generali shares.

Analysts said Generali's cash call had revived old rumours that it could bid for Guardian Royal Exchange, the UK composite. Alternatively, it could increase its holding in Italy's Fondiaria, take a stake in Fiat's Toro or make a US acquisition together with Axam, its French ally.

MADRID was enlivened by company news, after news of an April inflation figure in line with expectations. Turnover shot up to about Ptas34m from Ptas4.25m, as 2.91m shares were traded in Banesto. The general index rose 1.23 to 266.45.

Banesto's shares jumped Ptas265 or 7 per cent to Ptas,065 after a block of 2.5m shares was traded at Ptas,900 each. Market supervisors reported that Asa, the cement group, had sold its stake to a foreign institution.

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Manila regains composure after April jitters

Greg Hutchinson reviews the best performing stock market in Asia so far this year

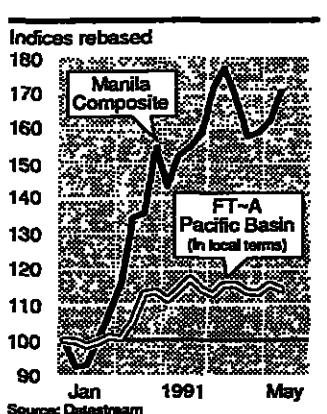
MANILA, the best performing Asian market this year, has recovered from its April jitters. A compromise agreement on US military bases in the Philippines due to be signed later this month, Wall Street's performance and an expansion programme announced by Philippine Long Distance Telephone (PLDT) have helped the market regain its composure.

An early end to the Gulf war shook Manila out of its doldrums in the new year. The composite index set a 1991 high of 1,154.73 on April 8, as optimism about the economy grew after the International Monetary Fund (IMF) and the government agreed on a stabilisation programme, and foreign loans resumed.

On April 10, however, the next trading day, the index dropped 7.5 per cent to 1,067.68, when the Philippines' third most senior general strongly criticised the appointment of Mr Lisandro Abadia as chief of

staff, and bombs went off at several banks in Manila. The composite index fell 11.4 per cent between April 8 and April 23. It has since recovered most of the ground, rising 16.45 yesterday to 1,125.86, a gain of 73 per cent so far this year.

Another reason for the market's uncertainty in April was the country's largest industrial concern, between the government and Mr Eduardo Cojuangco, the company's former chairman and a friend of the late President Ferdinand Marcos. Mr Cojuangco's shares in San Miguel, amounting to 19 per cent of the issued stock, had been sequestered by the government on suspicion that they were part of the wealth alleged to have been stolen by Marcos. In April, however, the Cojuangcos were ruling from the Supreme Court which gave him the right to be represented on the board of San Miguel. The decision is currently under appeal.



San Miguel's "B" shares fell 16.4 per cent from 70 pesos on April 8 to 58.5 pesos on April 22, standing at 60.5 this week.

Mr Francisco Libano, investment manager at Morgan Grenfell (Philippines), believes that Manila can maintain its position as the best performing market in the region, in spite of significant public offerings

being made in the second half. Ayala Land and Meralco are each expected to raise 2.5 billion pesos (\$50m). Other planned offerings include Philippine First National Bank and National Steel Corporation, as well as possibly Union Bank, Philippine Airlines and Manila Hotel.

Foreign fund managers, who had their fingers burnt by the December 1989 coup attempt, are trickling back. Their presence will be essential to ensure that the new issues are fully taken up. However, foreigners will only return in force when the government comes to grips with the following issues: an infrastructure programme to rebuild roads, telephone and power installations; getting inflation down; reducing the budget, trade and Oil Price Stabilisation Fund; and liberalising foreign investment laws.

Inflation — currently at 18 per cent — is the main worry, as the government will have

difficulty in meeting an IMF annualised target of less than 10 per cent by the end of the year. The presidential, national and local elections next year — and the \$400m of campaign money — are unlikely to help.

The market currently gives reasonable value, says Mr David Bates of Asia Equity in London. Price/earnings ratios are at an average 12.4 times prospective 1991 earnings, compared with a 1990 p/e of 15.9. PLDT and Philippine National Bank — two of the biggest capitalised stocks — are on p/e ratios of 6.5 and 6.7.

Nevertheless, the Philippines' position as the top performing Asia Pacific market of 1991 is by no means certain. "There is still a lot of consolidation to do after the meteoric rise in the first quarter," says Mr Bates. "Hong Kong is likely to overtake Manila, now that its new airport and China's most favoured nation (trading status with the US) are both racing certainties."

ASIA PACIFIC

Nikkei suffers third successive decline

Tokyo

ARBITRAGE buying sustained share prices yesterday morning, but they fell later on continued lack of investor interest and the Nikkei average declined for the third consecutive day, writes Emiko Terazono in Tokyo.

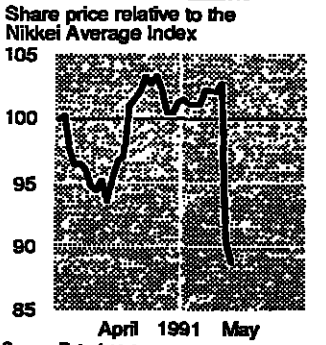
The index closed down 63.12 at 26,030.08, the day's low, after attaining the day's high of 26,283.46 in the morning. Investors failed to react to lower short-term interest rates. The unsecured overnight call rate, which reflects the Bank of Japan's monetary policy, fell below 8 per cent for the first time in three months.

Activity remained subdued, volume totalling 270m shares against Monday's very thin 230m. Declines led rises by 427 to 412 and 221 issues were unchanged. The Topix index of all first section stocks firmed a marginal 0.86 to 1,978.64, and in London the S&P/Nikkei 50 index eased 1.6 to 1,483.3.

Traders said institutions were using arbitrage trading in an attempt to keep the Nikkei above 26,000. Mr Munenori Wakita, strategist at Merrill Lynch, said institutions feared that a heavy sell-off would push the index below 25,000.

The electrical sector continued to lose ground on a poor business outlook for Pioneer Electronic announced at the weekend. Pioneer, which dropped Y630 on Monday, ended Y90 lower at Y4,380.

Pioneer Electronics



TDK fell Y200 to Y5,320 on reports of lower than expected earnings projections.

Banks were stronger on foreign buying. Mitsubishi Bank gained Y50 to Y2,800. Regional banks also advanced, Toho Bank climbing Y100 to Y960.

Taiyo Sano, an industrial gas maker, rose Y70 to Y1,180 on reports that it had developed a device to clean semiconductor chips with ice grains instead of water; in addition to microchips, the device could be used in the production of liquid crystal displays and light-emitting diodes.

Investors sought issues with strong earnings forecasts. Suzuki Motor added Y38 at Y716 on reports of a projected 83 per cent rise in pre-tax profits in the year ended in March. Akasaka Diesels, a diesel engine manufacturer, moved ahead Y100 to Y1,070 on an

upward revision of pre-tax profits to 100 per cent.

Hitachi Cable rose initially on its expectations of 30 per cent higher pre-tax profits for the current year, but receded on profit-taking to end unchanged on the day at Y1,140. The company is also expected to benefit from Railway's (JR) capital investment. Nippon Densetsu Kogyo, a rail and signal installations concern also recommended by Japanese brokerages on the "JR theme", added Y110 at Y2,000 on individual buying.

Kagami Tsushinki, a broadcasting equipment maker, rose Y80 to Y1,640 on rumours that it had received orders from a national television station for its television camcorders.

In Osaka, the OSE average slipped 153.44 to 2,878.51 on volume of 24.7m shares. Small and medium-capital shares were bought, but the weakness in the electrical sector dampened overall sentiment. Nintendo, the video game maker, shed Y400 to Y15,300 and Mita lost Y50 to Y2,650.

Roundup

THE REGION reversed Monday's pattern, with most markets a little better in spite of strong earnings forecasts.

NEW ZEALAND took its largest tumble for 1991, the Barclays Index falling 40.91 to 1,497.30, with Monday's decline of 35.53, this makes a 4.9 per cent drop over two days.

Turnover more than halved,

from NZ\$27.8m to NZ\$13.4m. The slide, which was blamed on Fletcher Challenge, which said last Friday that it was placing 75m shares with institutions. Fletcher weakened 12 cents to NZ\$3.78 yesterday, against a placing price of NZ\$4.95. It has lost 9.6 per cent in a week.

HONG KONG closed firmer, but off the day's highs, on continued optimism about the new airport project. After opening easier, the Hang Seng index climbed to 3,797 before ending 17.51 up at 3,785.14, its best close in five weeks. Turnover increased to HK\$1.23bn from HK\$1.06bn.

SEOUL advanced on reports that the government was considering a reduction in domestic oil prices. The composite index rose 7.77 to 1,538.61 in turnover of Won15.1bn.

SINGAPORE was quiet, but the Straits Times Industrial index added 7.76 to 1,525.15 in volume of S\$88.5m, against S\$65.7m. In KUALA LUMPUR, the composite index firmed 2.33 to 587.12 at 58.62. Shares changed hands, after Monday's 25.4m. BANGKOK rallied after recent weakness. The SET index moved up 5.63 to 833.79 in light trade of 3.08bn baht.

AUSTRALIA's All Ordinaries index eased 1.2 to 1,518.9 as turnover fell from 1,670m to AS\$176m ahead of today's March quarter inflation report. J&K-ARTA saw profit-taking and the index dipped 2.0 to 404.93. Volume was down slightly to 3.25m shares from 3.48m.

SOUTH AFRICA

THE RECENT decline in the financial rand enabled Johannesburg stocks to close higher yesterday after a quiet opening. Gold shares also benefited from a firm bullion price; the all-gold index gained 36 or 3.4 per cent to 1,094.

Other big fallers included Porsche, down DM20 at DM76, Degussa, off DM6.50 at DM342, and Metallgesellschaft, DM12 lower at DM519.50 in a contin-

ued response to a disappointing progress report. Miroslav lost DM7 to DM253 on profit-taking after a DM20 rise in the previous two days.

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